

OVERSEAS NEWS

Giscard takes three days before endorsing Chirac

BY IAN DAVIDSON IN PARIS

AFTER THREE days of deliberate suspense, Mr Valéry Giscard d'Estaing, former President of France and one of the main pillars of the UDF group of centrist-right parties, yesterday endorsed Mr Jacques Chirac, the neo-Gaullist Prime Minister, in his run-off against Mr François Mitterrand in the second round of the presidential elections on May 8.

Mr Giscard's declaration is not without an element of quiet malice, and epitomises the strained relations both within the UDF and the RPR-UDF coalition.

Mr Le Pen, leader of the National Front, the leaders of the centrist-right political establishment could hardly avoid endorsing their remaining candidate.

However, Mr Barre has already started staking out his claim to play a bigger role on the right of the French political stage, not least because Mr Chirac did so badly in the first round and is no longer seen as the uncontested leader of the right.



FRENCH ELECTIONS

Chill back in relations across the Aegean

By Andriana Ierodiakonou in Athens and Jim Rodgers in Ankara

RELATIONS between Greece and Turkey, which improved markedly following the talks in Davos last January between their Prime Ministers, Mr Andreas Papandreu and Mr Turgut Özal, have taken a turn for the worse after the collapse of a European Community-Turkey meeting in Luxembourg last Monday.

Carlucci discounts strategic weapons treaty at summit

BY DAVID WHITE, DEFENCE CORRESPONDENT, IN BRUSSELS

NO AGREEMENT on strategic arms reductions can be expected from the Moscow summit at the end of May, Mr Frank Carlucci, the US Defence Secretary, told Nato ministers yesterday. But the US believes Moscow wants a treaty within the remaining life of the Reagan Administration.

Israeli scientist claims Italy's grapefruit scare a sour hoax

BY JOHN WYLES IN ROME

ITALY'S poisoned grapefruit scare may prove to be a highly unamusing hoax. There were no reports of poisoning nor further evidence of infected fruit yesterday, although thousands of tonnes of grapefruit were being withdrawn from the shelves of shops and supermarkets.

Mr Addato claimed yesterday that it is virtually impossible to inject poison into citrus fruit without the effects being spotted. The nature of its "meat" forces poison out into the skin which then becomes blotched.

The hoax theory draws strength from the fact that the tip-off phone call to the Roman police on April 19 directed them to a specific supermarket where the infected grapefruit were found.

Belgium breaks stalemate on government coalition

BY TIM DICKSON IN BRUSSELS

A NEW centre-left Government looks increasingly likely to be formed in Belgium next week following an important breakthrough last night in the four and a half month-old negotiations between the major parties.

Navies get together in the Gulf

By David White in Brussels

THE US and four European nations with naval forces in the Gulf are to seek closer co-ordination of their mine-sweeping operations there. However, Mr George Younger, the British Defence Secretary, underlined that this would not imply a joint command.

Stockholm to squeeze corporate liquidity

BY SARA WEBB IN STOCKHOLM

SWEDEN IS planning measures to harness corporate liquidity and curb inflation. Mr Kjell-Olof Feldt, the Finance Minister, said yesterday.

Presenting his supplementary budget, he stressed the need to stimulate household savings, cut private consumption and restrict wage increases in order to bring down inflation running at about 5.5 per cent on a 12-month basis.

encouraged consumption. According to Mr Feldt, Sweden's top 20 companies have liquid funds of about SKr100bn.

Gorbachev backers attack conservatives

BY QUENTIN PEEL IN MOSCOW

SUPPORTERS OF Mr Mikhail Gorbachev's political and economic reforms in the Soviet Union have returned to the offensive against top-level conservatives in the Communist party, demanding that the people behind a published defence of the Stalin era be named.

E-Germany seeks to woo Bonn at arms conference

BY DAVID MARSH, RECENTLY IN EAST BERLIN

EAST GERMANY has invited leading West German politicians to a disarmament conference in East Berlin in June to try to win support for a central European zone free of nuclear arms.

Danish opposition move eases threat to Nato ties

BY HILARY BARNES IN COPENHAGEN AND DAVID WHITE IN BRUSSELS

THE THREAT of a crisis in Denmark's relations with Nato appeared to recede yesterday after the opposition Social Democrats rejected a motion which called for a referendum on the issue.

Legal loopholes allow widespread copying of computer programmes, writes John Wyles

Software pirates find Italy's law has no byte

WHENEVER he had committed some outrageous act and was asked what would happen if everyone did the same, Yossarian, Joseph Heller's hero in *Catch 22*, replied: "Well, I would be crazy not to, wouldn't I?"

Questionable and sometimes illegal practices abound in Italy on the same basis, legitimised by custom and practice.

It is evident that some people are hiding behind Nina Andreyeva, Moscow News says. "Some people want to make their own political business with her hands and with her opinion."

Yegor Ligachev, the number two in the party hierarchy. However, Mr Gorbachev and Mr Ligachev put on a public display of unity and good relations only last week when they chatted and laughed at a ceremony in the Kremlin.

soft and Ashton Tate, which between them have more than 25 per cent of the Italian market, and to leading wholesalers such as Editrice Italiana Software (EIS). Unlike France, the UK and the Netherlands, Italy has no specific law which prohibits the copying of software packages, so enterprising (or unscrupulous, depending on your point of view) Italians are making hay.

Advertisement for Chase Corporation Limited, featuring the Chase logo and text: CHASE CORPORATION LIMITED, NZ\$115,000,000, IRREVOCABLE STANDBY LETTER OF CREDIT FOR THE REFINANCING OF THE FINANCE CENTRE AUCKLAND NEW ZEALAND, ISSUED BY The Mitsubishi Trust and Banking Corporation, MANAGED BY Mitsubishi Trust Australia Limited, ARRANGED BY MORGAN GRENFELL.

Although the US had indicated it was thinking about extending assistance to ships other than US-flagged vessels, this did not mean that Washington was prepared to offer protection to all shipping of all flags, and did not affect the commitment of the UK.

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AMERICAN NEWS

Panama claims progress over banking crisis

BY DAVID GARDNER IN PANAMA CITY

PANAMANIAN officials believe they are close to resolving at least one aspect of the dollar shortage caused by government insolvency and the US financial sanctions strategy aimed at ousting military leader General Manuel Antonio Noriega...

Protectionist lobby wins key Brazil congress vote

BY IVO DAWNAY IN RIO DE JANEIRO

A COALITION of nationalists in the Brazilian congress has inflicted a crushing blow on efforts by the centre-right to guarantee foreign companies' rights...

US Supreme Court conservatives flex their muscles

THE SPECTRE of an activist conservative majority on the US Supreme Court resurfaced this week in the nation's capital...

Narrow Conservative Party win in Manitoba

By David Owen in Toronto

THE Manitoba Conservatives under Mr Gary Filmon won a narrower-than-expected victory in this week's provincial election...

Deborah Hargreaves reports on the revival of smokestack America US rustbelt polishes its image

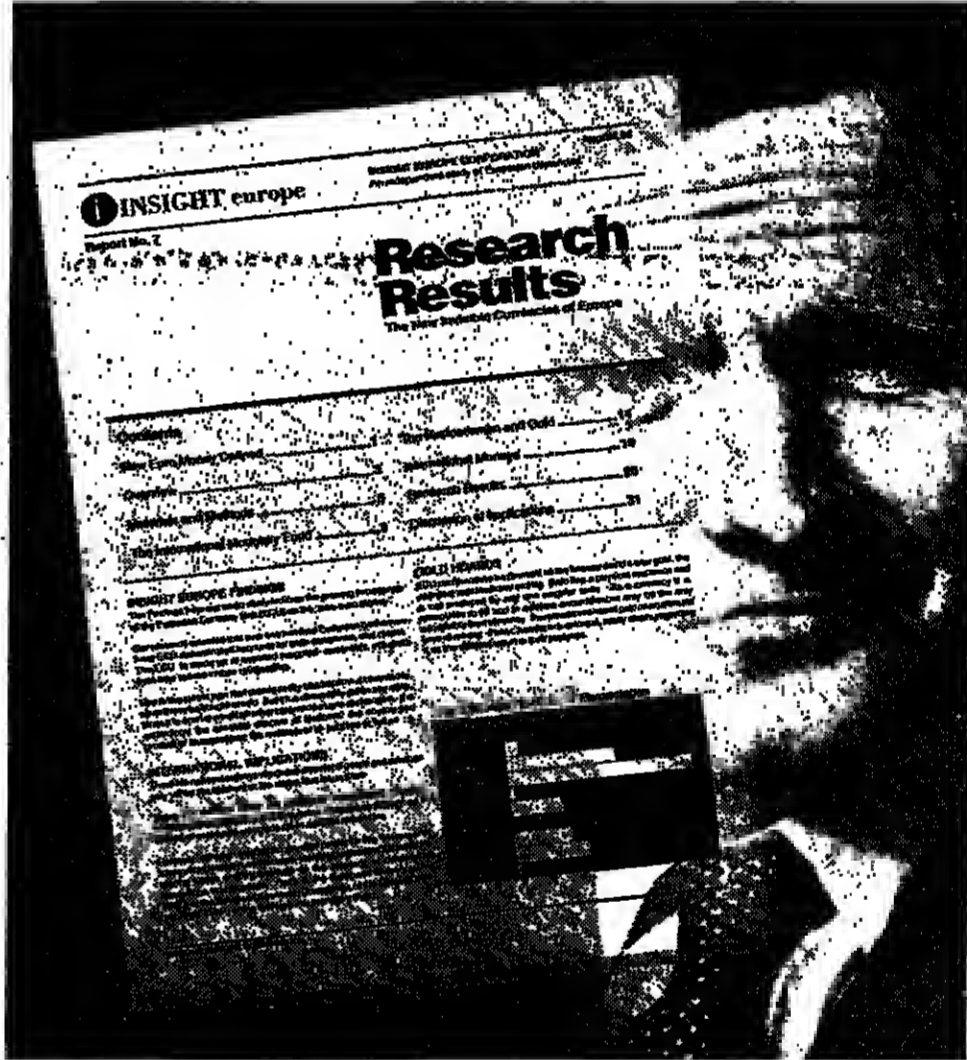
THE silhouetted blast furnaces that scar the north-west Indiana skyline leave no doubt that Gary, Indiana (its primary takes place on May 3), and its environs lie at the heart of the US rustbelt...

Disposable incomes in US increase by 0.6%

THE RISE in consumer prices in the US in March squeezed both real spending and saving, according to the first estimate from the Department of Commerce published yesterday...

BRITAIN'S LEADING COMPANIES TAKE ON A NEW IMAGE

For any company large or small, printed communication is one vital way of presenting a high quality image. But for many companies the cost and time taken in using outside suppliers such as design studios is often prohibitive...



Aldus PageMaker Desktop publishing software turns your personal computer into a powerful desktop publishing system by taking data, text and graphics created in other software packages and combining them to create stunning documents in minutes, not hours...

text flow, spot colour, automatic text flow-around graphics and Image Control for retouching scanned images as well as all the text manipulation and editing functions you've come to expect from Aldus...

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OVERSEAS NEWS

Rabin blames Syria for infiltration

By Andrew Whitely in Jerusalem
PALESTINIAN gunmen succeeded in penetrating Israel's northern border defences for the second consecutive day...

Maggie Ford reports on an election which lays the basis for democratic change within a two party system
Seoul surrenders a share of its political power

ONE year ago, visitors wishing to see Mr Kim Dae Jung, the South Korean politician, had to penetrate rows of riot police surrounding his home...



Left to right, the three Kim: Kim Dae Jung, leader of the largest opposition party, Kim Young Sam and Kim Jong Pil.

Yesterday, the same man became the leader of the largest opposition party in a national assembly where the ruling party has lost its majority for the first time...

The election result represents a stunning blow to the ruling Democratic Party, which is now faced with a key challenge: to allow the National Assembly to function as a true legislative body...

members, including many in the ruling party, have had no power to debate, change, or defeat government legislation...

removal of the Government's majority will force the parties, especially the ruling DJP, to negotiate with the opposition over key legislation to avoid public defeat on key bills...

According to preliminary reports, two heavily armed gunmen were intercepted and killed yesterday by an army unit about a mile and a half inside Israel...

In a speech to a visiting US delegation, Mr Rabin said that the three groups who had recently tried to infiltrate into Israel were "linked to a pro-Syrian terrorist organisation which enjoys Syrian freedom of manoeuvre..."

Hundreds of Israeli civilians living in border kibbutzim - rural collectives - were ordered to take refuge in bomb shelters, as a large-scale search of the hilly, heavily wooded district got underway...

Delhi grants tax concessions for investment

By K.K. Sharma in New Delhi
THE INDIAN Government yesterday announced a number of tax concessions and incentives for fresh investment in high priority industries...

Andrew Gowers on a move with implications for the Gulf and OPEC
Saudi loses patience with Iran

AFTER NINE months of bad blood and recriminations between Tehran and Riyadh, King Fahd of Saudi Arabia signalled on Tuesday night that his patience with Iran had finally snapped...



King Fahd: a drastic step

But even then, the Saudi Government showed signs of reluctance to take the ultimate step of unilaterally cutting relations...

THE build-up to the Asian Development Bank's annual meeting, which begins today in Manila, has been dominated by political developments between China and Taiwan...

Petroleum Exporting Countries (OPEC), too, a consensus between Saudi Arabia and Iran in the latter half of 1984, was largely responsible for OPEC's agreement to cut production in support of an oil price of \$18 a barrel...

FOREIGN DONORS from more than 80 governments and charities yesterday pledged \$270m to cover Mozambique's emergency needs for 1988, covering most of the country's appeal for the year of \$300m...

Donors pledge \$270m for Mozambique emergency

BY VICTOR MALLET IN MAPUTO
MOZAMBIQUE National Resistance (MNR), was again raised by donors. There is a desperate need for military escort vehicles to protect convoys of relief goods...

Maputo and Pretoria set to revive Nkomati accord

BY ANTHONY ROBINSON IN JOHANNESBURG
SOUTH AFRICA and Mozambique appear to be on the brink of a new top-level effort to breathe new life into the moribund Nkomati accord of March 1984...

Asian Development Bank meeting begins

BY RICHARD GOURLAY IN MANILA
Taiwan boycotted the two previous annual meetings because the ADB changed its name to Taipei, China, when Peking joined the bank in 1986...

Further, the prepayments from member borrowers kept to \$66m from \$2.4m in 1986, while loan cancellations rose to \$600m from \$531m...

Kabul car bomb kills six

A CAR bomb exploded along the Kabul River in the Afghan capital's Panjshir district on Wednesday, killing six people and injuring 49...

Japan's top companies mix old values with new when recruiting staff, reports Carla Rapoport in Tokyo
Laser videos and rock woo respectful Tokyo graduates

ON A RECENT cold and rainy morning, the Nakano Sun Plaza auditorium in Tokyo was jammed with young people waiting patiently for the show to begin...

"Every store and restaurant can offer the same food and service. The difference between them is the attitude of the employees..."

wouldn't like them. Japanese people may be admired as rich, but I wonder if we are respected...

Curfew lifted on Amritsar

POLICE lifted the curfew in the Sikh holy city of Amritsar yesterday nine-and-a-half hours after it was imposed to head off violence during the funeral of a Hindu militant...

The Ivory Coast rate is now 80%, while in the city of Brazzaville it is 90%. There is little room for complacency, however. Continent-wide, the figure rests at only 10%...

Africa child health care revitalised by regional aid strategy

IN EUROPE the advertisers euphemistically call it "upset tummy". It is more embarrassing than that, it lasts a day or two, and it rarely leads to more than some holiday anecdotes...

Nicholas Woodsworth in Abidjan on a fight against scepticism and lack of cash

The tragedy is that most of these children could be saved by the simplest techniques; oral administrations of a simple mixture of salt and sugar in a water solution is highly effective in combatting diarrhoea-induced dehydration...

The Soviet Union's presence is more of a reminder to the region that Moscow is keen to broaden its yet relatively meagre economic ties with the region...

Further, the prepayments from member borrowers kept to \$66m from \$2.4m in 1986, while loan cancellations rose to \$600m from \$531m...

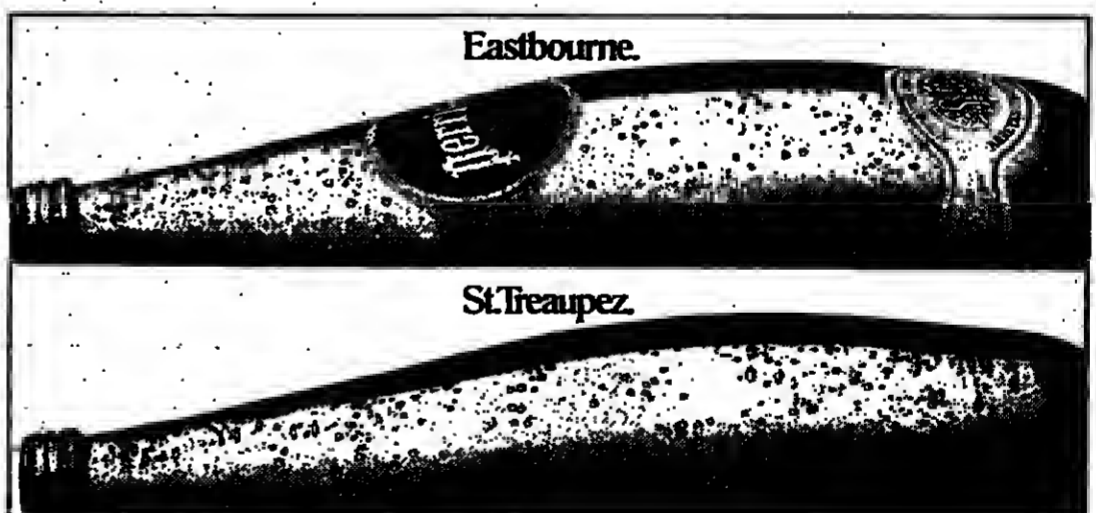
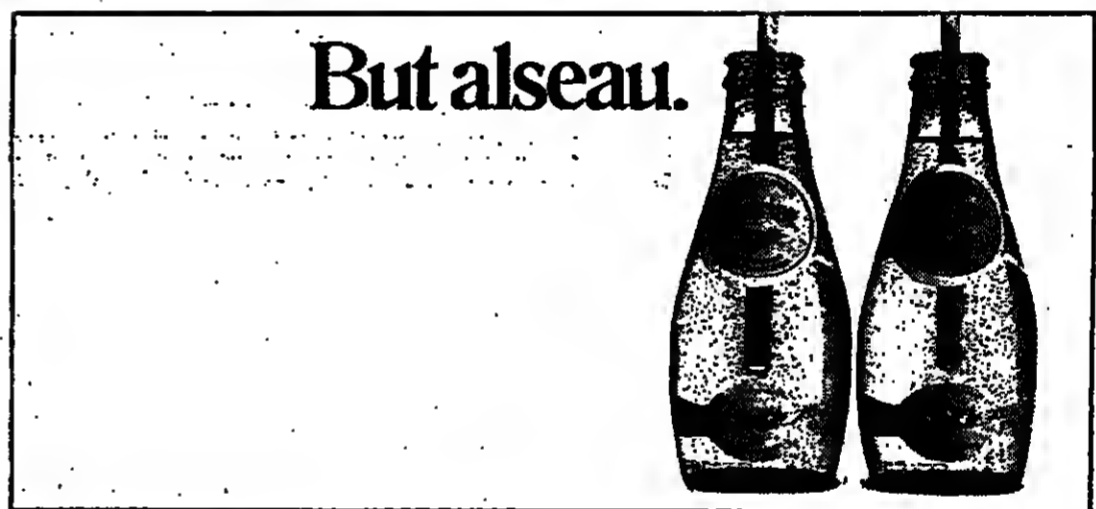
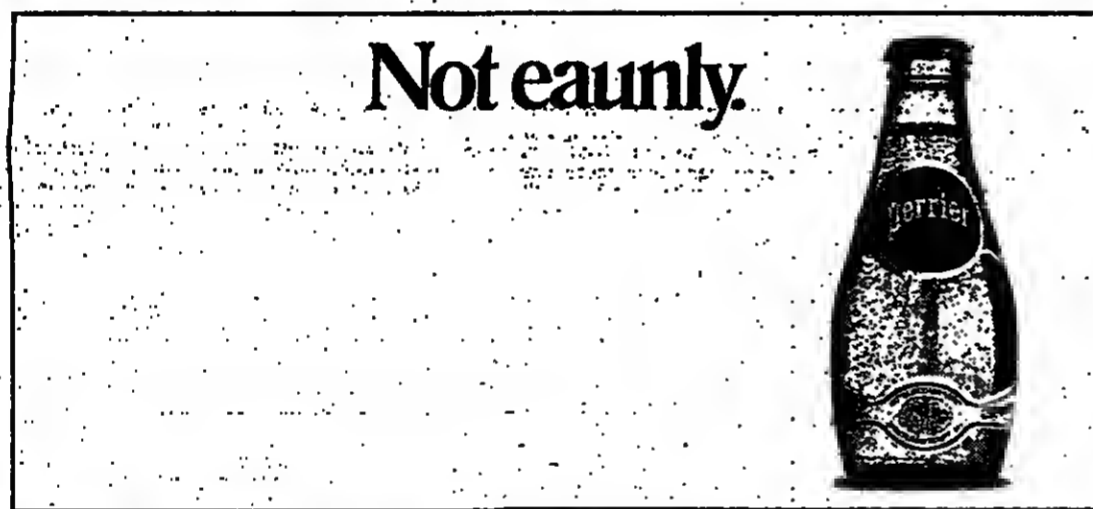
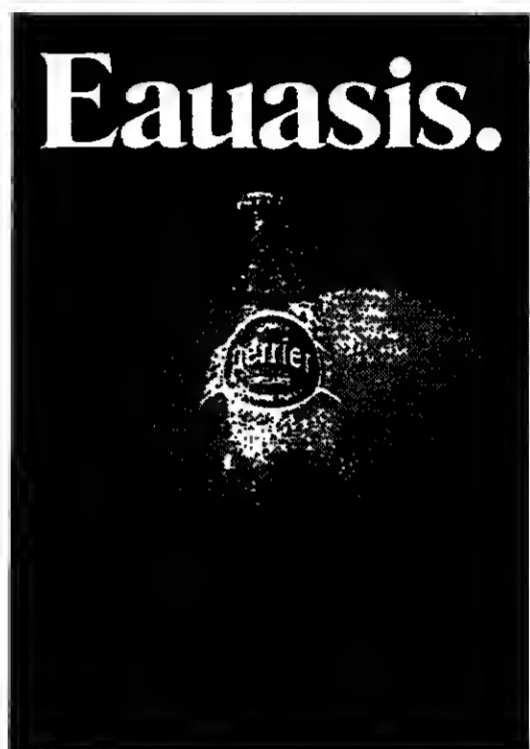
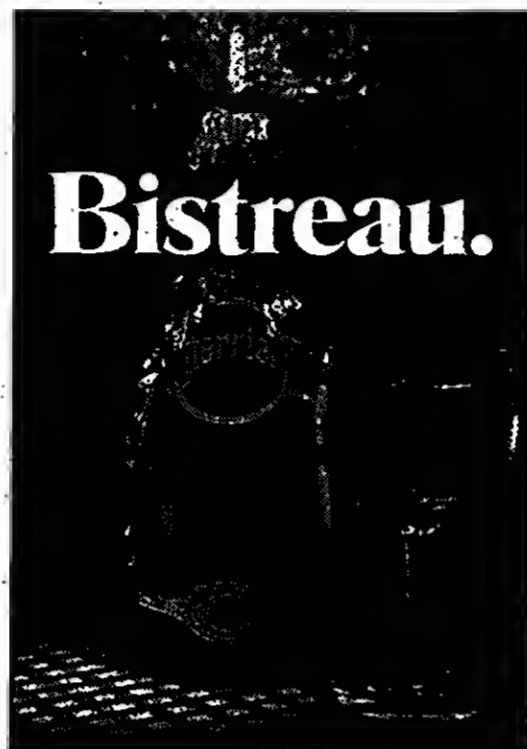
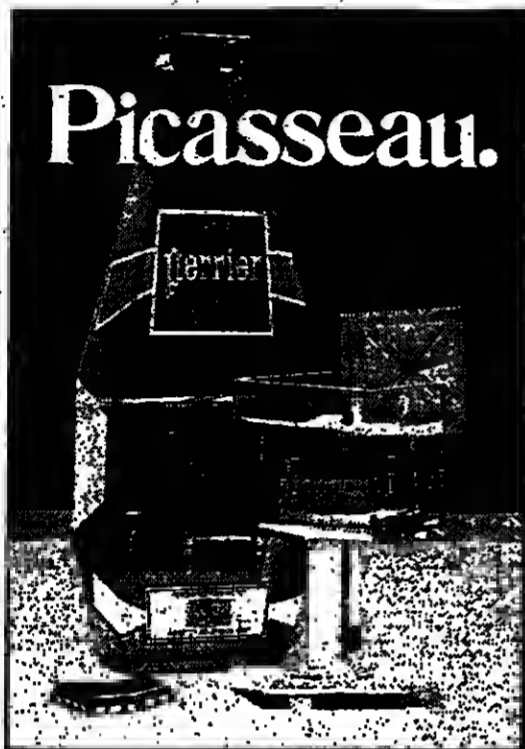
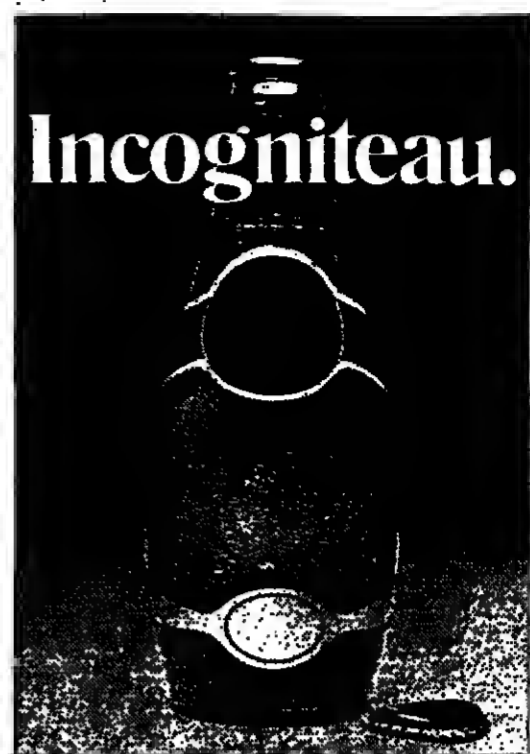
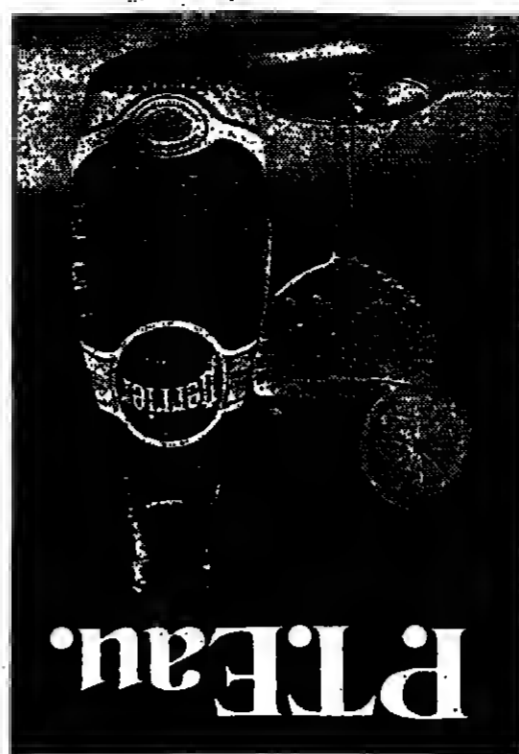
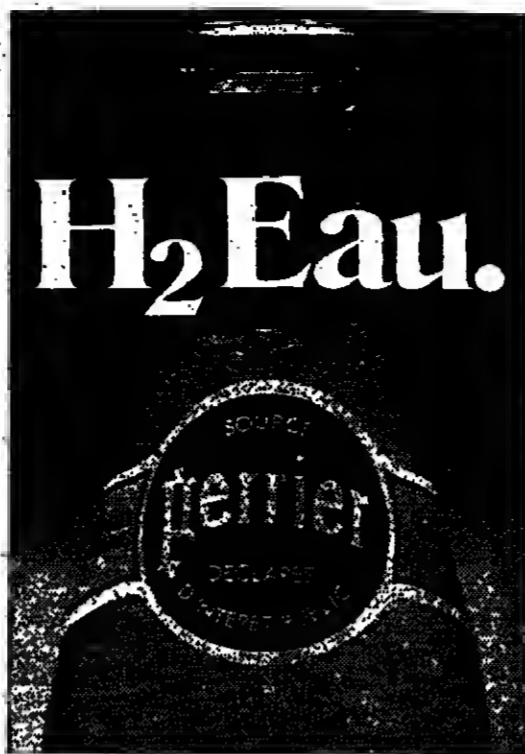
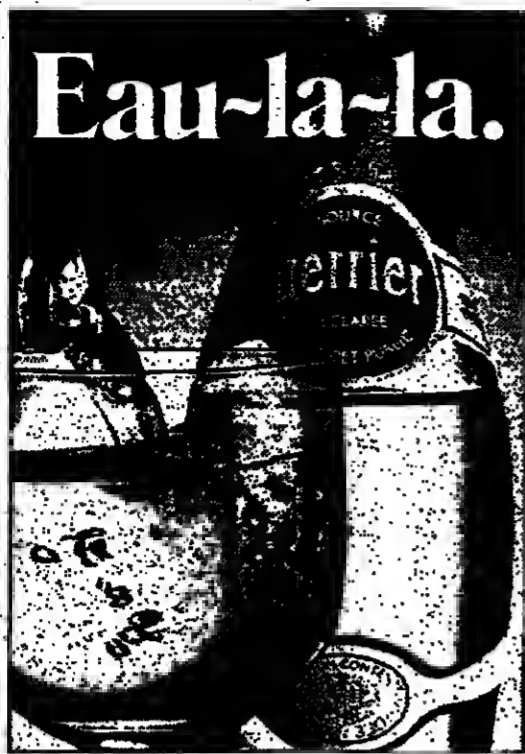
Perhaps the biggest reason for the degree of progress Triple-CD has made is to be found in the personnel chosen to design and implement the programme...

The force of the blast blew the remains of the truck into the river, overturned other parked vehicles and damaged buildings over a wide area...

Other speakers were more frank about the new responsibilities of the workers. Mr Kazuyuki Miyazaki, chairman of Asahi Chemical, said: "Now in Japan we have a my-home attitude..."

Even across countries, helping to knit together the huge parent company. For Mr Masatoshi Ito, president of Ito Yokado, the ceremony gives him a chance to greet his new employees...

Triple-CD has three areas of intervention: disease immunisation, oral rehydration therapy, and malaria control. So great are the numbers involved and so lacking are the basic structures to deal with them that it has undertaken four supporting programmes...



1978-1988. A retreauspective.

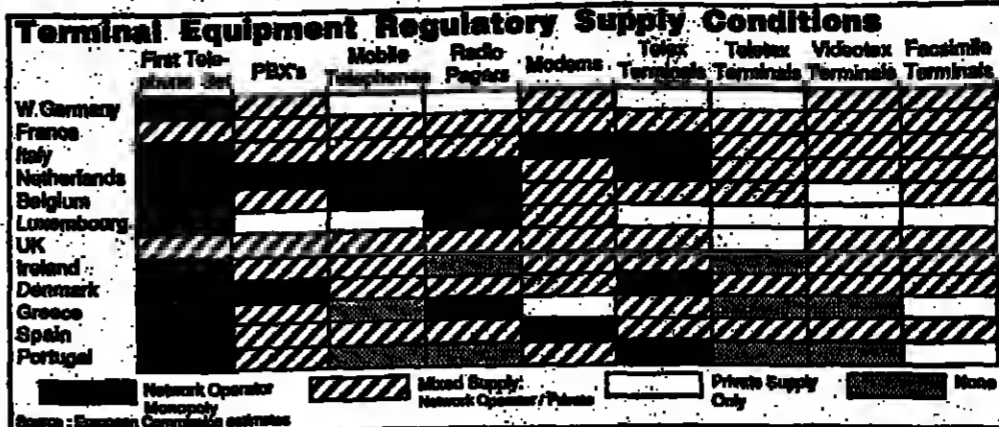
Eau-la-la appeared ten years ago, when you bought fewer than 7 million bottles of Perrier. St. Treaupez appeared last year, when you bought more than 100 million. The advertisements have all come from Leo Burnett, leaving us only to ask ourselves where Perrier's popularity has come from. The water? Or the eau?

WORLD TRADE NEWS

William Dawkins on how the Community asserts its right to dismantle state monopolies

EC acts to liberalise telecommunications

MR PETER SUTHERLAND, the European Commissioner for competition policy, will this morning present the 12 EC ministers responsible for telecommunications with something that all agree they desire: firm plans to liberalise the Community's Ecu17.5bn (\$11.5bn) market for telecommunications equipment.



and 1992 for new Community members, Spain and Portugal. Member states must start legislating by the middle of 1989 to allow the free supply of modems, PBX private exchanges and subscribers' second and subsequent telephones.

SAINT-GOBAIN DIVIDEND INCREASES BY 31%. At its meeting on 21st April, the Board of Directors of the Compagnie De Saint-Gobain was informed of the financial accounts of the group in 1987 and decided to increase the dividend...

But three governments - Britain, France and West Germany - will be deeply unhappy when the commissioner delivers what will be the final version of the hotly-debated proposals at a ministerial meeting in Berlin. They are anxious because the Brussels authorities plan to issue the directive without first going through the usual process of consulting ministers and Euro-MPs.

conditions for a single EC-wide telecommunications system. This ranges from setting common standards for equipment such as mobile telephones or for the broad band communications networks of the future, to breaking down PTT's monopolies over the provision of equipment, as in this case, and services.

like AT&T, which would benefit from this directive just as much as their EC competitors and some fear more so. But the three big member states, Britain France and West Germany, fear the Commission's chosen method of delivering this proposal could set an undesirable - worse, undemocratic - precedent.

against telecommunications equipment monopolies, which would have been unwise in such a fast moving industry. The message that we are trying to get over to the operators is that we mean business," responds a Commission official.

By liberalisation, the Commission means scrapping all exclusive rights for the import, distribution, maintenance and connection of the equipment used. The only let-out allows PTTs to refuse connection when a piece of terminal equipment does not fit with the technical specifications used by the local network.

THE POWER GAME (Will NEI survive in its battle with GEC for power industry orders?) In this month's BUSINESS Magazine we look at the power struggle in the power industry.

Mulroney in Washington to back freer trade. Mr Brian Mulroney, the Canadian Prime Minister, was yesterday due to leave the White House for a trip to Washington to meet with President Reagan.

Haifa underground railway plan. THE northern Israeli city of Haifa is to build the country's first large-scale underground railway system, at an estimated cost of \$550m (£187m) to \$400m.

CONCERN is increasing among western bankers over the growing number of Chinese organisations now empowered to act as guarantor to foreign lenders.

Concern grows over Chinese guarantors. Western bankers then began to feel they could not lend on CITIC's guarantee. But now there are dozens more organisations offering this facility than we have reliable balance sheets for.

BUSINESS POWER STRUGGLE. In this month's BUSINESS Magazine we look at the power struggle in the power industry.

Moscow plans to double Brazilian trade. THE SOVIET UNION has launched a drive to increase its trade with Brazil aimed at doubling business between the two countries and narrowing its substantial deficit with Brazil.

Moscow plans to double Brazilian trade. America, with particular emphasis on Brazil. "We have to increase our sales because we want to buy more," he said.

BANCA EUROMOBILIARE has opened for business on April 18, 1988 at Via Turati, 9 - MILAN. Securities handling and settlement Foreign Exchange dealing Private and commercial banking.

BP withdraws from S Korea joint venture. BRITISH Petroleum yesterday withdrew from a \$500m (£277m) joint venture refinery project in South Korea with Kukdong Oil.

Rise in W European diesel car sales ends. A BOOM in diesel car sales which had been virtually uninterrupted in Western Europe for 14 years was thrown into reverse in 1987.

The Japan Automobile Manufacturers' Association said exports during fiscal 1987 declined to 6,27m, the second consecutive year of decline.

Handwritten note: "Choukai 30"



NOW WE'RE STRIDING EVEN FURTHER AHEAD.



At the Annual General Meeting on the 27th April, Abbey National's Chairman, Sir Campbell Adamson, made the following comments:

"In 1987, Abbey National faced increasingly aggressive competition from all quarters. Yet we have had our best year ever.

This was achieved by improving the quality and broadening the range of our customer service, whilst remaining extremely competitive in the savings and mortgage markets.

Record growth.

Assets rose to £26,411 million and reserves rose to £1,133 million, thus providing even more security for our members.

And our diversification has been so successful, we have made a record pre-tax profit of £353 million.

Innovation and expansion.

Research has shown that people like to do business with us and want to do so on a broader basis. So in 1987 the Society increased the scope of its activities whilst applying the same principles that have made us so popular in our traditional markets.

The high interest Sterling Asset investment account, launched last year, has so far attracted over £5,000 million. And we opened many more Abbeylink machines, bringing the total to over 300, with access to 900 more machines through the Link network.

We have consolidated our commitment to the home buying market by the formation of the Cornerstone estate agency chain. To date, we have acquired over 130 offices across the country. We also established the subsidiary

Abbey National Homes Ltd and have started an exciting programme of new home construction.

On the broader financial front, we are now offering a range of life insurance products marketed by Abbey National and underwritten by Friends Provident. In addition, Abbey National Financial Services has been formed so that we can offer independent advice on a range of financial planning matters.

Our expansion hasn't stopped with this country. With the formation of Abbey National (Overseas) Limited, we are for the first time offering a service to British expatriates. And as part of our European strategy we have concentrated on the very promising Spanish housing market, both for Spanish Nationals and British home buyers.

Finally, March of this year saw the highly

successful launch of both our Current Account and our High Interest Cheque Account.

Future plans.

1987 was a year of great progress for Abbey National. So that we can continue to provide the service our members want, the board has recommended that the Society seeks plc status and we will put full proposals to our members in due course.

We are confident that our policy of continued innovation will make 1988 an even more successful year."



TECHNOLOGY

Tandy teaches CDs both to read and write

The company claims to have developed the world's first erasable compact disc. Louise Kehoe reports



TANDY Corporation, the US electronics group, took analysts, competitors and even some of its own senior executives by surprise last week with the announcement of what appears to be a major breakthrough in optical digital recording technology. The company announced that it has developed an erasable compact disc.

Tandy demonstrated a prototype of the recording system at a press conference in New York, company officials declined to provide details of how the system works and Tandy has yet, according to optical recording technology experts, to prove the longevity of Thor CD recordings.

Like DAT, however, recordable compact discs seem certain to raise the ire of the recording industry which fears mass piracy of its products. Computer data storage systems based upon Tandy's Thor CD technology, which should become available about a year after the audio system's debut, according to the company, also promise a revolutionary change in the cost and availability of mass data storage systems.

Morgan Grenfell settles its back-office strategy

BY ALAN CAME

LAST YEAR was not without its troubles for Morgan Grenfell Group. The UK merchant bank was beset with management changes; takeover rumours, a 27 per cent fall in pre-tax profits and the continued rumblings of the Guinness affair.



Paul Tucker, Morgan Grenfell director with special responsibility for systems. His confidence leads him to believe that the firm might one day establish itself as a "settlement company", charging others to clear their bargains.

One area which did go very much to plan, however, was the technological development of the securities side of the business. Here the company has been quietly building an equities settlement system which experts believe is now a serious contender in the "battle of the back offices" raging in the City.

Called S4 (Stockbroking Settlement and Support System), the system was not ideal for Morgan Grenfell's needs, but it was decided it could be used as the core of a design tailored to meet the company's precise requirements.

Scheduled for July 1, this will have wider ramifications, as Paul Tucker points out. It will require Stock Exchange members to change the tape record formats they use to communicate settlement details to the Exchange. There will be no "fall-back" position for firms which do not make the necessary changes on time.

Pratt & Whitney flight tests turbo-fan prototype

BY ROBERT GIBBENS IN MONTREAL

PRATT & Whitney Canada Aero Engines AG for the Airbus A320 and other similar medium-range aircraft.

The engine is number 10 of 12 existing development V2500 engines. Development V2500 engine will be the only one to be flight-tested. About 40 hours of testing up to heights of 43,000 feet will show whether the engine behaves and handles according to specifications.

PWC's Boeing was adopted by Aviation Traders (Engineering) of the UK. ATE modified the aircraft's right wing to carry the higher loads required for testing V2500s and made other changes. A turbo-prop test position was placed in the nose.

Advertisement for INTER-AMERICAN DEVELOPMENT BANK JAPANESE YEN SPECIAL BONDS OF 1988—FIRST OFFERING. Includes coupon rate of 5.0% and maturity date of April 14, 1998. Lists various participating securities companies like Yamaichi, Daiwa, and Morgan Stanley.

Advertisement for SKIPTON BUILDING SOCIETY. Features the headline 'ASSETS MORE THAN DOUBLED. PRE-TAX PROFITS QUADRUPLED.' and includes a table of 1987 results and four-year performance metrics.

Handwritten Arabic text at the bottom of the page.

settles strategy

IT WASN'T that we had a bad image. We didn't have any image, says Bryan Hatter, deputy managing director of Saab Great Britain.

That was just four years ago. Now Saab's cars are parked up-market among the Mercedes and the BMWs; and the way in which Saab moved into that niche in the UK has helped to promote today's international perception of the Swedish cars-to-aircraft group as a model for the future of the automotive industry.

Back in 1984 Saab GB took a long, hard look at itself as it prepared to launch the 900 model, a high performance, executive car. "We asked ourselves whether we were capable of marketing effectively at such a level," says Hatter. The short answer was no.

Most of the kudos won with the introduction of the Saab 900 turbo in 1979 had been dissipated in the recession.

Market research by the Sussex firm of MASON Shakespeare showed that the tiny minority of Saab drivers thought very highly of the marque. But at least as many British motorists found it "boring", "dull", "quirky" and "old-fashioned"; and the great majority were unaware of it.

Reverse short answer was that Saab's dealer network set up to deal with low volume, inexpensive cars, fell short of standards associated with an exclusive car.

Saab produced a video to administer a little shock treatment to its dealers, and prepare them for the changes that were clearly necessary if the company were to achieve its ambitions. The theme tune was "Only the lonely..." and its sting-in-the-tail message: "A Saab is not sold, it is discovered."

Work then began on upgrading and rationalising the network of 155 dealers, many of whom had been with Saab since it introduced its first two-stroke car in the early 1960s. Since 1984, some 217m has been invested in improving dealer facilities. The number of dealers has been reduced to 125, but they are spread more evenly across the country.

Saab, with help from such bodies as the Institute of Marketing, ran special training courses to give the dealers more management and marketing know-how as well as technical, service and sales skills.

"We had to convince the dealers that we had the product range that would give them a good return," says Hatter.

The most crucial task was to demonstrate that Saab could market its new range by raising the awareness and appeal of its marque.

A score of advertising agencies was invited to compete for the account. Stuart Bull, director responsible for new business and



The association of cars with aircraft has helped Saab position the 900 in the more exclusive end of the market

How Saab found more fans among the jet set

Philip Rawstone explains how the Swedish group's marketing concept helped move its cars up-market

planning at KMP Humphreys Bull & Barker (KHB&B), won with a pitch on which all Saab GB's advertising has since been based. "He showed us what had been staring us in the face," says Hatter. "He identified us as the only car made by an aircraft manufacturer."

Back in 1984 not many people in Britain knew of that association. But, as Bull showed, it was a link that evoked powerfully appealing images. He conducted vox pop interviews on the streets. "What would you imagine a car made by an aircraft company would be like?" he asked.

The responses founded as though the advertising copywriters were already at work. People expected it to be "technically advanced... fairly sporty... aerodynamically designed... reliable... safe... powerful..." and to have "sophisticated instruments... good handling... quality."

Saab GB was enthusiastic; eager to put these emotional images of the car-aircraft, the driver-pilot, on to British television screens. Saab-Scania, the Swedish parent, was more sceptical and cautious. Sweden does not have commercial television;

and the board took some persuading that a TV advertising campaign would be cost-effective.

The new advertising, in fact, started in the specialist motoring magazines, but the first TV commercial - featuring a Saab fighter taking off over a Saab car, and filmed by Tony Scott, who later was to direct Top Gun for Hollywood - was finally screened early in 1986. It ran for 1min 50sec. The only words spoken were: "From 7 1/2 million to 7 1/2 thousand... Saab. Nothing on earth comes close."

The first results showed up, unexpectedly, not in demand for new Saabs but in a sharp rise in sales and prices of Saabs in the used-car market. But it was not long before sales of new cars also began to rise.

A second TV commercial was brought out in 1986. In this, a Saab 900 races through a bleak state quarry and then apparently turns into an aircraft shooting skywards. It was filmed by Richard Longcrane, who has since directed The Missionary for the cinema.

This weekend, a third commercial - again filmed by a director, Martin Campbell, whose first cinema feature, Criminal Law, is due for release - will launch on TV the Saab 900 CD models, the most luxurious yet.

Channel 4 news viewers have already had a preview - Saab allowed it to be shown earlier this year after the proposed merger between British Aerospace and Rover focused attention on the Swedish group. It was shot in Wiltshire in Barnes Wallis's old aircraft hangar, with troops of the Parachute Regiment appearing menacing in black uniforms heightening the atmosphere for the uncovering of the secret - "there are two new Saabs."

Spending on the advertising campaign has been relatively modest. Saab GB's budget has increased from £1.85m for the 1985 launch, to £2.7m in 1987, and around £4.2m this year.

Hatter claims there is a lot to show for it. Turnover increased from £64m in 1985 to £118m last year. Despite Saab's limited production, the number of cars sold has risen from 8,375 to 10,441 over the same period, with sales of 11,500 confidently predicted this year.

More important than the mere rise in numbers is the change in the types of car being sold. In 1985 only 23 per cent were turbos or injection. Now that figure is 96 per cent. The average retail value has almost doubled to £18,548.

Hatter says that though Saab's share of the total British market is still less than 1 per cent, it now takes 4-5 per cent of the up-market, £15,000 - £25,000 segments; and its growth is ahead of the market's as it fills the gap in its product range.

Saab's dealer franchises - still short of both new and used models - are now the third most profitable after those of Mercedes and BMW, which they now see as their main competitors.

The television advertising continues to concentrate on building the marque, the brand image. "There was very little change in Saab's cars between 1985 and 1987," says KHB&B's account director, Nigel Fordham, "but our research showed that over that period there was a 15 per cent increase in the number of people who thought the cars matched their requirements. The advertising had obviously helped persuade them that Saab was their type of car."

He is also investigating other methods of promoting Saab in the market-place. "For the past three years," he says, "we have been testing various direct marketing concepts. We believe that we must begin to talk directly to the customer. We have a prospective database of some 250,000 people, mainly business executives."

But KHB&B's advertising - in which the agency's senior executives, chairman Richard Humphreys, creative director and longtime Saab driver, David Barker, and Stuart Bull continue to take an active interest - is now becoming the model for Saab's advertising worldwide, as the public's spontaneous recall of its imagery remains high.

It is the lack of such consistency in Saab's advertising in the United States that has just prompted the company to remove its \$20m (£12m) account there from Ally Gargano/MCA Advertising and give it to Lord, Rabinstein, O'Neill & Partners, the fledgling agency which is involved in a legal battle with Martin Sorrell's WPP Group.

The criticism of Ally Gargano - the former head of which, Carl Ally, is now Saab's advertising guru - is not that its advertising failed to create sales but that it failed to find a memorable theme.

The British agency's second television commercial was adapted for some overseas markets; the third has been made with several others in mind. It seems certain that, increasingly, KHB&B's ideas will be put to work in such potential growth areas as West Germany, Australia and Canada.

Direct marketing

Technology opens the door

Philip Rawstone reports from the 20th symposium in Montreux

THE DAY OF the direct marketer has arrived, Jonah Gitlitz, president of the Direct Marketing Association of the United States, assured the industry's 20th annual international symposium being held in Montreux, Switzerland, yesterday.

New technology was spreading rapidly, opening more lines of communication to consumers; data processing was getting cheaper; and markets were becoming more segmented.

"We are in an era that is made for the direct marketer," Gitlitz declared. Technology was shaping the future of the marketing industry in the US and, in varying degrees, in the rest of the developed world.

In the US there were now 44m households with video recorders; 41m homes were wired for cable television; 5m homes had personal computers, and the PC market was growing by 30 per cent a year.

"Modern technology has become as much a consumer imperative as electric lights, a telephone and a radio were in years past," Gitlitz said. And it was being used increasingly for direct marketing.

Home Shopping, QVC, and CVN, the three largest 24-hour cable TV home shopping channels had a total turnover last year of \$1.5bn.

Retailer J C Penney had launched a new TV shopping service in Chicago in which customers' phones were linked to a computer for push-button orders. IBM and Sears were introducing a shopping and information service through home computers.

Video catalogues were increasing, and video tapes were used last year to sell, among other things, property worth \$36m.

"There are today more than 500 companies in America involved in electronic marketing," Gitlitz said. Changes in US society - often setting a pattern for western Europe - were also moving in favour of the direct marketer.

By the year 2000, he predicted, 20 per cent of US households would routinely acquire products which only half that number could afford now.

As the markets for premium products grew, channels of distribution would shift. "Many marketers believe that out of this upgrading process will arise a super-premium market that will



FOR SOMEONE WHO DOESN'T FIT ANY MARKET GROUP YOU SURE DO SPEND A LOT

be served almost wholly through direct marketing channels. The past 20 years is giving way to the specialised consumption society of the next 20."

Hall "CAP" Adams, chairman and chief executive of the US advertising agency, Leo Burnett, agreed: "Gone are the days when a limited choice of products advertised in the mass media satisfied the great majority of consumers."

Markets were now becoming much more fragmented. The post-war generation of "Baby Boomers" had split into many sub-groups. "Blue Collar" skilled workers, who held the traditional values of their parents, were changing as rapidly as the industries that employed them. There was now a "New Collar" group - grown up mature people, and income but with a better education and radically different values.

The "Yuppies" had been surpassed as marketing's main target group by the "Grumpies" - grown up mature people, and income but with a better education and radically different values.

Cutting across these groups were yet others - the "Oinks", one-income, no-kids families, whose wants and spending power were much different from those of the "Dinks", dual income, no kids families.

"These divergent groups," said Adams, "require highly targeted and relevant advertising."

In the US last year, 10,000 new products were introduced, many of them aimed at narrow consumer segments. Though direct

marketing would not replace general advertising, he said, it would inevitably become a more important part of the marketing mix.

Advertising agencies would increasingly run integrated campaigns in which advertising, sales promotion, and direct marketing would play mutually supportive roles.

"With the data base that direct marketing creates, an advertiser can isolate his prime prospects, better understand them, and communicate more specifically with the advantage of a dialogue."

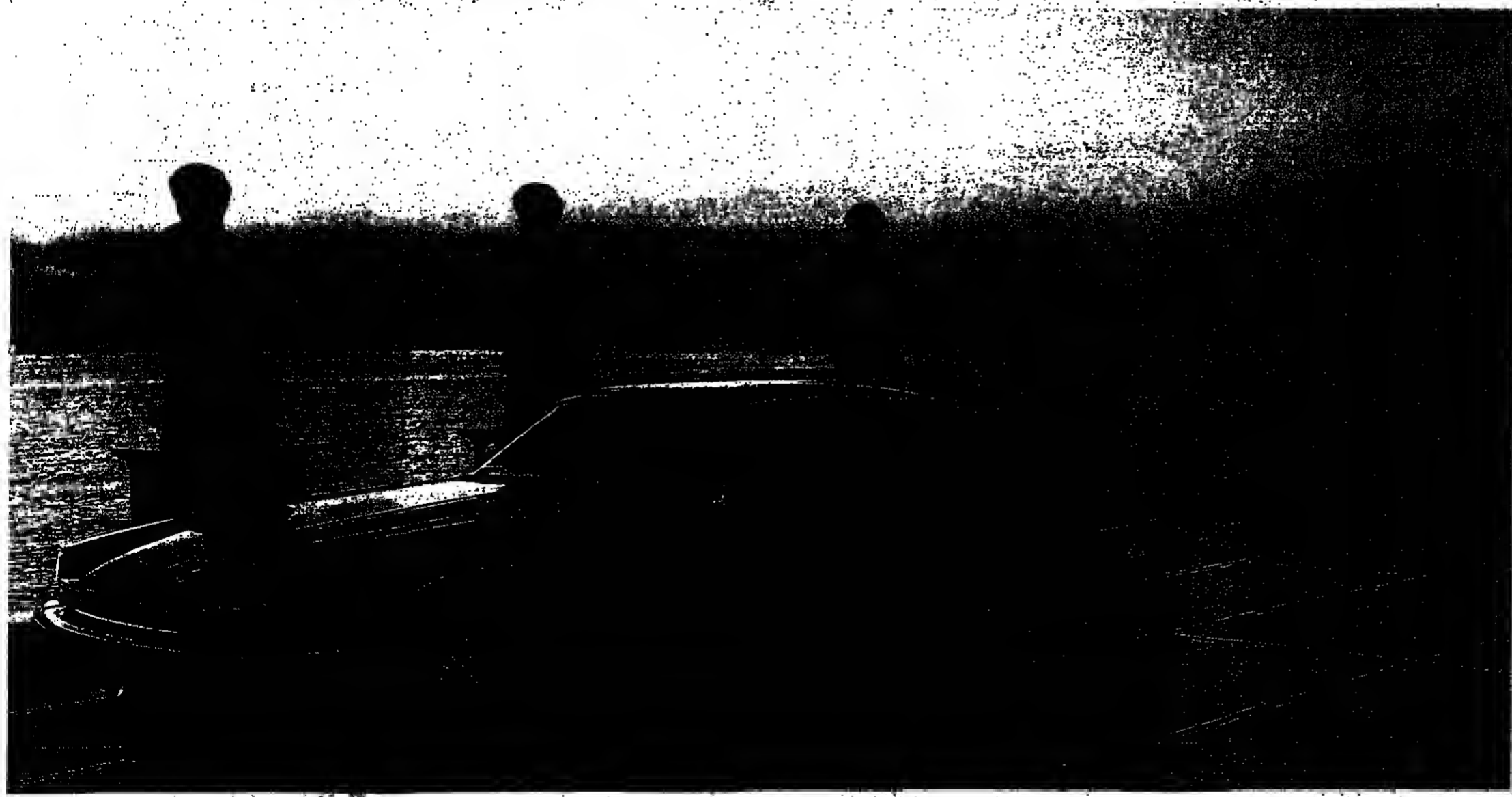
"As a result, he can achieve greater trial rates, build brand loyalty, more accurately measure results, and better improve his product."

These key note speeches from the US added to the inky atmosphere among the 3,000 marketers from 37 countries attending the symposium. Marketers in every field, from financial services to political fund raising, reported a growing acceptance of direct marketing, for so long the poster child of advertising, and success for its methods.

In the European Community, attention is eagerly being focused on the prospects of a unified market in 1992.

More marketing money would be necessary in the financial sector as increased competition forced all players to become more aggressive and innovative in the use of marketing techniques, said Philippe Palliat, Vice-President of Citibank in West Germany. But 1992 would be "a bank marketer's dream," he said.

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UK NEWS

Thatcher averts Tory revolt with benefits retreat

BY PETER RIDDELL, POLITICAL EDITOR

THE CONSERVATIVE Government yesterday bowed to pressure from its own backbench MPs and announced concessions worth £100m to alleviate immediate problems created by this month's changes in the housing benefit system.

The adjustments sufficed to take the steam out of a threatened large-scale revolt in the House of Commons last night by Tories, including normally loyal MPs. At the end of the debate only a handful abstained and the Government had majorities of 95 and 87.

Some Tory members, however, warned of the need for further action. They said that the Government had done just enough for the time being but that they expected more concessions following this autumn's public spending review.

Yesterday's announcement by Mr John Moore, the Social Services Secretary, represents a change by the Government in positions recently defended by Mrs Margaret Thatcher, the Prime Minister. This follows an avalanche of letters to MPs and complaints at constituency surgeries.

The main changes are that the level of capital and savings above which entitlement to housing benefit will be lost is to be raised to £3,000 from £2,000, and that there will be provision of transitional help for claimants with

benefit reductions of more than £2.50 a week. This will affect mainly disabled people, pensioners, families with children and single parents.

Mr Neil Kinnock, the opposition Labour Party leader, claimed his party had forced the Government to make concessions they had not wanted, but argued that the changes had "still only softened the blow for about one in 15 of the people that they've robbed with their changes. People on pathetically low incomes will still bear huge losses."

The whole episode has been embarrassing for the Government following a series of Tory backbench revolts over the past fortnight. There have been reports of angry reprimands among senior ministers with Mrs Thatcher demanding to know why there had been problems with the new benefit system.

But some senior Tories claimed last night that there might be beneficial side-effects if Mrs Thatcher and her advisers now paid more attention to backbench concerns.

After a number of criticised Commons performances, Mr Moore made a robust speech. He said the reformed system of social security would remain intact, while arguing that it was right for the Government to act "promptly and decisively" to deal with problems where the change had been too abrupt.

BBC TV expands daily business news coverage

BY RAYMOND SNODDY

THE BBC is planning to introduce comprehensive daily television coverage of business and finance as part of an expansion of news and current affairs. It involves an additional injection of £54m over the next five years.

Mr Tony Hall, editor of BBC television news and current affairs, said yesterday that specialist reporters would begin in January providing a nightly report for Newsnight, the late night current affairs programme, on the main financial stories from London and New York.

By late spring this service would be extended to include a daily early morning programme including reports from Tokyo on the-hour business updates.

The specialist economics unit will also produce a full report for the One O'Clock News and contribute to television news bulletins throughout the day.

The details of future television news coverage emerged yesterday as Mr John Birt, deputy director general, introduced the BBC's five-year plan for its news and current affairs.

Alan Cane examines worries in the financial services industry over its readiness for tomorrow's deadline

Firms face difficulty adapting computers for A-Day

FINANCIAL services companies are having severe problems ensuring their accounting and information systems will comply with new regulations, demanded by the Financial Services Act, which came into force tomorrow - so-called A-Day.

This means that from next week firms dealing in all forms of financial services - including securities, unit trusts and insurance - face a difficult period while they complete the largely computer-based systems.

Those which fail to develop adequate methods face being banned from trading when regulatory officials begin their

inspections later in the year. In addition, the industry faces further problems with some small companies which are finding it difficult to raise enough cash to ensure they have adequate capital under the terms of the act.

Senior managers at a number of firms yesterday condemned the timescale for introducing the new systems, without which they cannot secure interim approval to carry on trading from their self-regulatory organisations, such as The Securities Association (TSA).

From tomorrow, it will be a

criminal offence for a company to trade in financial services without such approval.

Commenting on the timescale for the system changes, one senior executive said: "The way this system has been introduced is nothing less than a disgrace."

Another executive complained: "It is very difficult for anybody to be sure of where they are with the continual emergence of new transitional arrangements."

To help solve the problems, the Securities and Investments Board, the City of London's regulatory watchdog, and the self-regulatory organisations have over the past few weeks intro-

duced a series of transitional arrangements.

However, firms complain that these, like the new rules, are difficult to interpret.

In the past two days, for example, the Securities Association, which is the self-regulatory organisation for securities houses, has relaxed its rule on securities dividends which have to be paid to clients.

Originally, it was insisting that dividends collected should be paid out within 24 hours of receipt. It has now extended the period to two weeks.

Mr Lindsay Thomas of TSA's

systems enforcement division agreed that the timescale had been a problem for many firms, but it had been a two-way process.

His association had modified rules which firms had said were unclear, then the firms complained of further changes.

He said the timescale difficulties had been compounded by the fact that many firms were poorly organised to produce management information in the first place.

Many firms' accounting systems had yet to recover from

the volume of business experienced after the "Big Bang" deregulation of Britain's financial markets in 1986.

"We are not here to keep perfectly competent firms from trading," Mr Thomas said.

He pointed out that if stock market activity increased, orders would be issued to restrict trading in those firms whose back offices clearly could not take the strain.

A small number of firms, he said, faced a trading ban if they could not show by tomorrow that they had adequate capital under the terms of the act.

Insurers braced for upheaval over disclosure ruling

BY NICK BUNGER AND CLIVE WOLMAN

THE SURPRISE move announced on Tuesday to compel life insurance brokers and other independent intermediaries to disclose commissions received for recommending particular policies may sound like a technical reform. However, it will have a greater impact on investment advisers and the financial services industry than any other provision in the new structure of investor protection.

The political reversal has been dramatic. For the past three years, the insurance industry and the Securities and Investments Board, the chief regulatory overseer, have been working on the assumption that the industry would be exempt from the full disclosure requirements that have been applied to all other investment businesses. The SIB itself was reluctant to challenge the accepted wisdom, partly because it feared further delays in introducing the system and because of the influence of its board.

The insurance companies viewed all the hurdles through which the new rulebooks of the self-regulating organisations had to pass, including the scrutiny of the Office of Fair Trading, were viewed as a charade designed merely to satisfy protocol. They continued to squabble over the details of their rulebook, causing delays, on the assumption that it would be approved anyway.

The appointment of Lord Young as the Trade and Industry Secretary after last year's election has had a decisive effect. He felt little commitment to preserving the policies of his predecessors and emphasised the need to promote competition and attack restrictive practices.

The insurance industry has long devoted a large share of its creative energies into exploiting loopholes in rules, both of trans-

LIFE insurance companies are to be compelled to disclose what proportion of their policyholders' premiums are being absorbed in charges and expenses, following the decision that insurance brokers must disclose what commissions they are being paid for recommending policies.

Officials at the Securities and Investments Board yesterday indicated that expenses disclosure would be part of a package of new rules to remove any biases against

commission-paying companies in favour of those which employ direct sales forces.

A document on calculating expenses has been prepared and the SIB will ask for representations on the report. It expects to introduce the new requirements by the end of next year.

Sir Gordon Boardie, the Director General of Fair Trading, urged adequate disclosure, to ensure "a level playing field"

and company selection.

Sir Gordon also withdrew his objections to the rulebook of the Life Assurance and Unit Trust Regulatory Organisation (Lantro) because of its agreement on disclosure. This will allow Lantro to be recognised today as the fifth and final self-regulating organisation under the new investor protection framework.

The insurance industry yesterday reacted to Tuesday's announcement with anger, tempered by reassurances that

reform would not be as serious as first claimed. The Campaign for Independent Financial Advice (CIFA) welcomed the European Commission for enforcing the change and said practices in the rest of Europe were worse than in the UK.

The stock market took the news calmly with little movement in share prices. One analyst said, however, that publicity over commissions could have an adverse effect on insurance companies.

their distribution system just vanish in 1990.

If so, even the mighty Standard Life might find itself forced to abandon sole use of independent intermediaries and set up a sales force, a long costly process.

In theory, then, the winners should be the unit-linked life offices, such as Abbey Life, Allied Dunbar and TSB Life, which already have well-developed armies of direct salesmen. Other winners could be those companies which rely on door-to-door salesmen. They are building direct sales forces at the moment and have the financial strength to try even harder still.

The new publicity for commission rates and expenses could damage the entire industry's image, and slow down sales growth. But, says Mr Ackman: "In the long term, the direct selling companies will be the win-

ners. In the short-term, there is going to be a lot of pain as the whole industry goes through a painful readjustment."

If yesterday's news does unleash a radical upheaval in life assurance marketing methods, then it may add to the pressures which are already eroding the profitability much of the industry has enjoyed since 1980.

Between 1976 and 1985, new life premiums rose from an average seven per cent per annum in real terms. In 1987, new business grew more than 25 per cent to £12.6bn. And in the short-term, the industry should maintain much of its sales momentum.

First, the buoyant housing market is leading to big sales of mortgage-linked life policies. Second, legislation freeing individuals from spring 1988 to buy new-style personal pensions may produce another sales boom.

But while sales growth may continue, the sums may not be true of profitability - which could be squeezed heavily if companies have to spend heavily to build new marketing channels. The industry's profitability so far in the 1980s can be attributed to a combination of circumstances - rising stock markets, relatively high interest rates, the endowment mortgage boom, and a remarkable freedom from regulation of selling practices.

Not everyone agrees with Mr John Ginnaris, insurance analyst with Banque Paribas Capital Markets, who says last October's stock market crash "dealt a fundamental blow to the life assurance industry."

But it has damaged the ability of life companies to use their capital gains to maintain the high bonus rates with which they have wooed policyholders and their own shareholders alike in the last few years.

See Page 26

Marlboro, the number one selling cigarette in the world.

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UK NEWS

James Buxton previews Britain's latest garden festival in a transformed city

Glasgow presents its prettiest face

A COLLECTION of enticing outlines and gaudy artefacts against a blur of greenery, just across the river Clyde from the centre of Glasgow, will today come alive as Britain's latest garden festival - an extravaganza which it is hoped will mark another stage in the recovery of Scotland's largest city.

After three years of earthmoving, construction and the planting of thousands of trees and shrubs, the Glasgow Garden Festival begins its five-month run today, with an official opening by the Prince and Princess of Wales tomorrow. The organisers hope to attract between 3m and 4m people to what will be Britain's biggest single tourist attraction this summer.

A garden festival is a rare hybrid, blending strains from great exhibitions, theme parks, outdoor music festivals and the Chelsea Flower Show. Into the 120-acre site of the Glasgow Garden Festival are crammed a 220ft viewing tower, a ferris wheel, roller-coaster, a sports arena, a harbour and a tramway which transports visitors along one of the longer stretches of the site in museum piece trams.

Wandering about - there is no guidebook - the visitor might stumble across a pipe band performing, have the chance to sit in the cab of a British Rail High Speed Train, seek the peace of one of the innumerable gardens, large or small, bump into a sheep promoting the Scottish woolen industry or hear the Glasgow Philharmonic giving an open-air concert.

Virtually everything is sponsored - for example a bank provided the viewing tower, and a whisky distiller put in the new footbridge across the Clyde.

The festival is intended to offer a fun day out for the whole family, and there is so much of it that it would take several visits to do it justice. It is the latest in a line of successes which began in West Germany. Such festivals were used after the Second World War as a means of reviving bombed-out cities, by raising spirits and applying a concentrated burst of investment to part of the city's landscape.

This first garden festival in Britain was held four years ago in the industrially-devastated north-western part of Liverpool, partly on the initiative of Mr Michael Heseltine, who was then Environment Secretary. A second was held in the east Midlands town of Stoke-on-Trent in 1986. However, while the Liverpool

festival was considered a success, attracting 3.4m visitors, Stoke's was considered a flop: it brought in fewer than 2m people and left a deficit of about £5m on what was a heavily subsidised event in the first place. The blame was put on the appalling summer weather of 1984, a poor promotion and the fact that a surprising number of people turned out to have little idea where Stoke was.

Although garden festivals are planned for Gateshead, in the north east, in 1990 and the Welsh town of Ebbw Vale in 1992, the Government indicated last year that it may not fund one in 1994. It has set consultants to work to see whether festivals provide value for money.

Festivals are expensive. The Scottish Office puts the gross cost of creating and running the Glasgow festival at £4.4m. After ticket sales and other revenues the net cost is being estimated at £1.7m, a necessarily rough calculation which depends heavily on the number of visitors, the final sponsorship tally (now put at £14.5m) and the use of the site after the event.

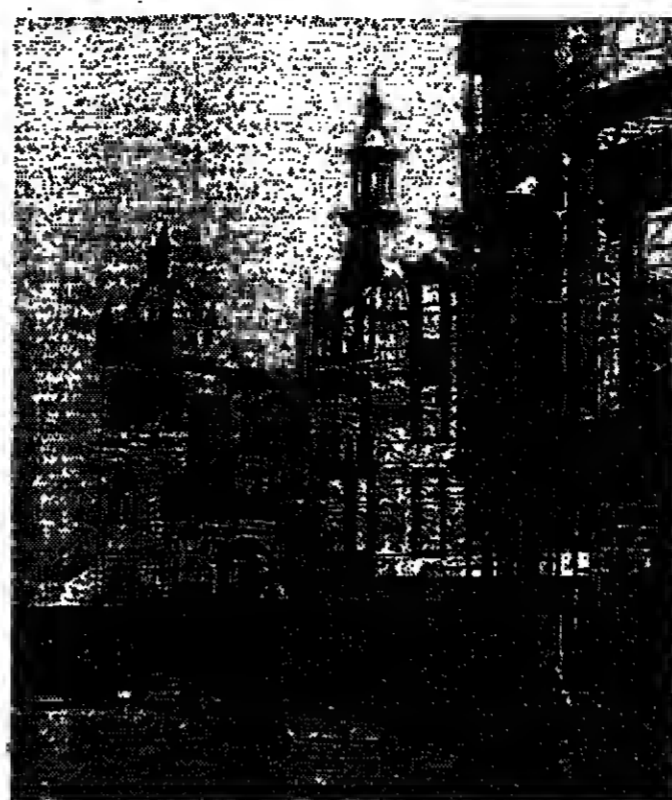
The net cost is being funded by the Government through the Scottish Development Agency which owns the garden festival company.

The figures are higher than previously published estimates - which put the gross cost at £3.6m, and the net at £1.5m - because, the Government says, of inflation, the inclusion of value added tax and additional spending by the festival on marketing.

The organisers believe they have created a more imaginative and exciting festival than the previous British festivals. They describe this in part to having learnt from others' mistakes. As one of the Glasgow organisers put it, not necessarily without bias: "You could tell from the start that Stoke wasn't going to be a success. It had the dead hand of a local authority all over it."

The Glasgow festival, it is argued, has behind it the more imaginative clout of the Scottish Development Agency and the easy co-operation between private and public sector which has already achieved much for the city.

There has also been no need to tell the festival officials to smile and be friendly; Glaswegians do that naturally. The festival organisers have been immensely encouraged by the fact that they have sold more than 100,000 season tickets (only



Picture by Tony Andrews

Under construction: a collection of Glasgow's most famous landmarks put together in one mock-Glasgow street. Part of the 120-acre festival site

worthwhile if you make at least five visits) - 11 times as many as Stoke sold.

It remains to be seen how successful the marketing of Glasgow has been, but leisure clubs and societies and the travel trade are scheduled to bus in visitors from all over Britain and it is hoped that tourists visiting Scotland anyway will stop off in Glasgow. The great unknown is the weather. Glasgow absorbs about 40 inches (96cm) of rain a year and not all of it falls in winter.

Under a plan which caused great controversy, all but a tiny portion of the festival site, former dockland, was due to have been bulldozed after the festival ended by Laing Homes, the developers which acquired the site for housing shortly before it was designated for the festival and leased it for four years to the SDA.

Earlier this year, however, after long talks with the SDA, Laing changed its plans. It is now to offer 11 acres of the best-landscaped part of the festival site to the city as a park, devote another 11 acres to a riverside development with tourist attractions and

use 16 acres for creating a business park. The rest will become private housing, for both low and high-income families.

New office and shopping developments are going up or planned and a concert hall has recently been started to be ready by 1991, for which the city has won the role of the European Community's City of Culture.

Plans are at last being drawn up to deal with the city's new skyline, the post-war outer housing estates. However, the effort is all based on hope. Glasgow has not yet found a new economic role to replace shipbuilding and heavy engineering which suffered almost final destruction in the last economic recession.

Those industries sprang out of the decay of the cotton industry, which itself had replaced the city's previous staple, tobacco, in the late 18th century. After each setback the city energetically reorganised itself and tried to present its most attractive face. Which is where the Garden Festival comes in.

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Notice to Holders of 64% Convertible Subordinated Debentures Due 2002 of

W. R. Grace & Co.

Pursuant to Section 1306 of the Indenture dated as of September 15, 1987 from W. R. Grace & Co. (the "Company") to Manufacturers Hanover Trust Company, Trustee, with respect to the above-captioned Debentures, notice is hereby given that the Board of Directors of the Company has approved, and recommended that the shareholders of the Company approve at a meeting to be held on May 10, 1988, a plan of merger under which the Company (incorporated in Connecticut) will become a subsidiary of a New York holding company, presently called W. R. Grace & Co. - New York ("Grace New York"), and each share of Common Stock, par value \$1.00 per share, of the Company (other than shares as to which appraisal rights are exercised under the plan) will be automatically converted into a share of substantially identical common stock of Grace New York. The merger is expected to become effective as soon as practicable after such approval by the shareholders. It will not be necessary for holders of shares of Common Stock to exchange their certificates for certificates of Grace New York common stock.

Subject to such approval by shareholders and promptly after the effectiveness of the plan of merger, the Company expects to enter into a supplemental indenture with the Trustee pursuant to Sections 901 and 1311 of the Indenture to make appropriate provisions with respect to conversion rights and otherwise in connection with effectiveness of the plan of merger. Pursuant thereto, Grace New York would assume joint and several liability with the Company for payment of the Debentures.

Effectiveness of the plan of merger will not affect the conversion price of the Debentures, which is currently \$42.125 principal amount of Debentures for each share of Common Stock. Thereafter, Debentures will be convertible into shares of common stock of Grace New York rather than Common Stock of the Company.

This Notice is not a notice of Change in Control of the Company, a call for redemption nor a suggestion that conversion rights be exercised, and does not request or require any action by holders of the Debentures.

W. R. Grace & Co.

Dated: April 27, 1988

Notice to Holders of 7% Convertible Subordinated Debentures Due 2001 of

W. R. Grace & Co.

Pursuant to Section 1306 of the Indenture dated as of February 7, 1986 from W. R. Grace & Co. (the "Company") to Manufacturers Hanover Trust Company, Trustee, with respect to the above-captioned Debentures, notice is hereby given that the Board of Directors of the Company has approved, and recommended that the shareholders of the Company approve at a meeting to be held on May 10, 1988, a plan of merger under which the Company (incorporated in Connecticut) will become a subsidiary of a New York holding company, presently called W. R. Grace & Co. - New York ("Grace New York"), and each share of Common Stock, par value \$1.00 per share, of the Company (other than shares as to which appraisal rights are exercised under the plan) will be automatically converted into a share of substantially identical common stock of Grace New York. The merger is expected to become effective as soon as practicable after such approval by the shareholders. It will not be necessary for holders of shares of Common Stock to exchange their certificates for certificates of Grace New York common stock.

Subject to such approval by shareholders and promptly after the effectiveness of the plan of merger, the Company expects to enter into a supplemental indenture with the Trustee pursuant to Sections 901 and 1311 of the Indenture to make appropriate provisions with respect to conversion rights and otherwise in connection with effectiveness of the plan of merger. Pursuant thereto, Grace New York would assume joint and several liability with the Company for payment of the Debentures.

Effectiveness of the plan of merger will not affect the conversion price of the Debentures, which is currently \$31.500 principal amount of Debentures for each share of Common Stock. Thereafter, Debentures will be convertible into shares of common stock of Grace New York rather than Common Stock of the Company.

This Notice is not a notice of Change in Control of the Company, a call for redemption nor a suggestion that conversion rights be exercised, and does not request or require any action by holders of the Debentures.

W. R. Grace & Co.

Dated: April 27, 1988

'Spectacular' year sees venture funds top £1bn

By PHILIP STEPHENS, ECONOMICS CORRESPONDENT

VENTURE CAPITAL invested in British industry almost doubled last year to total more than £1bn for the first time, Mr Nigel Lawson, Chancellor of the Exchequer, said yesterday.

Mr Lawson said that "spectacular" growth of Britain's venture capital industry since 1979 meant that the amount invested in the UK was equal to that investment in the other 11 European Community countries put together.

A "fair" proportion of the money invested here went to small and medium-sized high-risk enterprises. Another increasingly important destination for venture capital was management buy-outs.

Buy-outs were usually less risky than entirely new ventures but were, nonetheless, important in that they tended to breathe new life into parts of larger parent companies, Mr Lawson said.

Co-op Bank to raise £40m

By David Lascelles

THE Co-operative Bank, the clearing bank owned by the UK's co-operative movement, is to raise £40m in preference capital from a group of institutional investors. This will be the first time the 116-year-old institution has tapped outside sources of long-term capital funds.

The 25-year issue, which is being managed by Chase Investment Bank, is being priced to yield 11.301 per cent, representing a spread of 1.95 per cent over comparable gilt-edged stock.



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UK NEWS

Air Europe wins approval for £59 Paris fare

BY MICHAEL DONNE, AEROSPACE CORRESPONDENT

AIR EUROPE, the independent airline owned by the International Leisure Group, has won approval from the UK and French authorities to offer its cheap £59 single fare between Gatwick Airport, south of London, and Paris from May 1.



Harry Goodman: 'scandalous air fares in Europe'

This compares with the British Airways normal economy single rate of £85. At the same time, Air Europe will be offering an Advanced Purchase Excursion (APEX) return rate of £59, bookable 14 days in advance and including a Saturday night stay.

The fact that we can now offer this (£59) fare represents the biggest breakthrough yet in demolishing the price barriers built up by British Airways and other national airlines.

BCal European short-haul route licences from Gatwick to Paris, Brussels, Nice, Athens, Copenhagen, Hamburg, Oslo, Rome, Stockholm and Stuttgart, which have been surrendered as a result of the BAl/Cal merger.

Yesterday's hearings, to be continued into next week, cover both the Paris and Brussels routes. Air Europe faces competition from BA itself (which has the right to re-bid for the routes), as well as from other airlines such as British Island, Connexair and Dan-Air.

Mr Goodman added yesterday: "Air Europe is the only carrier going before the CAA this week with proposals for radical new fares, the others are for maintaining the status quo".

Seamen's union ready to expel strike breakers

BY OUR LABOUR AND TRANSPORT STAFF

THE National Union of Seamen is set to expel 280 seafarers who have been flown by P&O European Ferries from the UK to Rotterdam in an attempt to break the three-month strike at Dover on the south-east coast.

The NUS said the crews, which were last night making final preparations for sailing, would be deemed not to be union members as soon as they set sail.

The union hopes the move could thwart the company's attempt to resume its services from Dover, which have been halted for the past 12 weeks by a dispute over its plans for new working practices.

French dockers and seamen's unions yesterday said they would not handle P&O ferries with non-union crews, after the NUS had outlined its plans to expel strike-breakers. This could thwart the company's hopes of resuming some freight services to Calais.

The company said two ferries being prepared for sailing at Rotterdam would not sail until compulsory safety checks were completed today. Officials said government marine surveyors would check the certificates of both officers and ratings, inspect safety and navigational equipment and observe safety drills.

P&O has also asked the surveyors to issue certificates of safe Manning for both vessels. These certificates, which are not mandatory, would allow the company to claim a measure of official approval for its revised manning arrangements, which have been attacked as unsafe by the NUS.

Mr Graeme Dunlop, the company's managing director, said its strategy to return at least some of its 11 strike-bound ferries to Dover by the end of the week was proceeding as planned.

to the NUS being fined or sequestered for contempt of court was adjourned until this afternoon.

Sealink applied to the court to determine whether the union was in contempt of an earlier injunction preventing it from unlawful secondary action.

Crews on two Sealink ferries at Dover refused to sail yesterday, although they crossed picket lines before doing so. A small NUS picket at Folkstone prevented sailings of two other Sealink ferries.

Two P&O North Sea Ferries vessels at Hull on the east coast were out of operation because of sympathy action by ratings.

The union yesterday failed to obtain an immediate High Court injunction preventing P & O recruiting from outside the industry's National Labour Recruitment Scheme, after it was decided more evidence was needed. The hearing will resume on a date to be fixed.

Engineering to receive £16m boost

The UK Government is to provide £16m over the next three years to increase the number of students taking bachelor-level and higher degrees in the engineering of manufacturing systems.

The project is being set up in response to industry's calls for more engineers trained to deal with the sophisticated production processes which have been brought into being by new technology.

Courses in manufacturing systems engineering are to be developed in selected universities and it is intended that the courses will have an annual intake of 1,500 undergraduate and postgraduate students by 1991-92.

The Government expects industry to support the project with contributions worth a further £2m in terms of student bursaries, work-experience opportunities, equipment and teaching materials.

Bank to hold more gilt auctions within funding programme

BY SIMON HOLBERTON

THE BANK of England has decided that auctions of gilt-edged securities (Government stocks) will become a regular feature of its funding programme and that two such auctions will be held this financial year.

The Bank said yesterday it expected to hold two auctions of conventional gilt-edged stock for a nominal amount in each case of up to £1bn. The first would be held in July or August this year and the second in January or February next year.

The Bank's statement indicated that attempts by primary gilt dealers to change elements of the system appeared to have failed on deaf ears. Some dealers had been pressing for changes such as the payment of underwriting fees or special arrangements for the encouragement of investors to bid for stock through the dealers. The Bank, however, said that there would be some "minor technical refinements".

Between May last year and January this year the Bank held three experimental gilt auctions. During January and February it conducted a follow-through exercise and sought the view of interested parties as to the success of the experiment, and received a generally favourable response.

In one meeting of the Gilt-Edged Market Makers' Association, the Bank made it known that it was happy with the experiments and subsequently received the market makers' endorsement. A survey of institutional investors also found that they were happy with auctions.

Although the Bank intends auctions to be part of its future funding, it is not intended that they will supersede its other forms of funding, such as tap and minimum price tenders. The use of auctions will also depend on circumstances and will be evaluated on a year-by-year basis.

The three experimental auctions raised £2.5bn last financial year compared with more than £15bn from conventional and index-linked issues of stock. The Bank is not expected to have to issue much more than £5bn of gilts this financial year. It would be surprising if the two auctions planned were for £1bn each. The funding of the UK public sector is, however, difficult to forecast. Recently the rates of interest for National Savings bonds were reduced to uncompetitive levels and it is possible that up to £2.5bn more may have to be raised through gilt sales.

Picture changes at Independent TV

Raymond Snoddy looks at sweeping new proposals for broadcasting in the future

THE INDEPENDENT Broadcasting Authority, often portrayed as a ponderous dinosaur not long for this world, has begun to move rapidly indeed.

The body charged with regulating commercial television, direct satellite broadcasting and, for a little longer, commercial radio in the UK, has just presented a series of proposals that would have been unthinkable a year ago.

Not only does the IBA welcome the arrival in 1989 of a fifth channel financed by advertising and specialising in local-interest programmes, but it also suggests that part of the tax paid by ITV companies should be a "royalty payment" for the right to use frequencies in the form of an "upfront" tax on advertising revenue.

To show how tough it can be with errant companies, the IBA talked of borrowing from the world of football a system of yellow and red cards. These cards would serve to warn, remove franchisees or impose financial penalties on companies knowingly breaching their obligations.

Lord Thomson, the IBA chairman, said that TV-am, the commercial breakfast station, would probably have received a yellow card in its early days when the authority was concerned about

the quality of its news and current affairs.

The IBA has also proposed that "publisher-contractors", who, as in the case of Channel 4, own neither studios nor employ staff programme makers, should be able to apply for regional independent television (ITV) franchises when they come up for renewal in 1992.

Mr John Whitney, the IBA director general, said publisher-contractors would be able to buy all programmes from independent producers if they wished.

Lord Thomson, who personally delivered a copy of the proposals to Mr Douglas Hurd, the Home Secretary, said the aim of independent television in the 1990s was to place the viewer at the centre of the debate on the future of broadcasting. The debate will end in autumn 1989 with a substantial broadcasting bill designed to create a new framework for broadcasting for the remainder of the century.

The IBA believes that the number and character of new channels becoming available in the

1990s will still be sufficiently limited to leave a clear need for public-service broadcasting to be preserved on all four existing national television channels in the UK.

Lord Thomson said: "The challenge for the Government, the challenge for Parliament, the challenge for broadcasters is for the sake of the viewer to promote constructive change with continuity in the best traditions of British broadcasting."

The continuity envisaged by the IBA includes the belief that the present programme remit and independence of Channel 4 are best protected by its existing ownership structure, as an IBA subsidiary.

The IBA also opposes the Broadcasting Standards Council being introduced by the Government except as a body that could commission research into sex and violence on television and confine its role to general surveys of standards on television. Yet there is considerable evidence in the document that, like

many other institutions in Britain, the IBA is responding to Mrs Margaret Thatcher's desire for change in her third term.

The authority made clear its "preferred option" on the awarding of what it would like to be 10-year franchises. That would be for the awards to be made on the basis of a company's ability to fulfil clearly and publicly stated programme requirements.

In addition to the "royalty" payment for the right to use a still scarce resource, there would be a profits tax which would decline as competition increased. Although it does not like the idea, in deference to what it sees as political reality, the IBA included a blueprint for a form of competitive tendering.

This would involve the IBA, with the help of merchant banks, in setting a value on a franchise. Those prepared to pay the price would then be judged on their programme proposals and the winners would pay the fee in the form of a proportion of net advertising revenue.

Open to question, however, is whether the IBA report has arrived in time to deflect the Government's determination to reduce the subjective elements in the awarding of ITV franchises by introducing a system of competitive tendering.

Stolport may challenge ban on test flights

BY OUR AEROSPACE CORRESPONDENT

JOHN MOWLEM, the construction company which built and owns Stolport - the airport in the City of London - is taking legal advice on a decision by the London Docklands Development Corporation to ban test flights planned with British Aerospace Type 146 jets into Stolport on May 15.

The corporation believes that present planning consents permit the airport to use only the quiet turbo-propeller de Havilland Canada Dash Sevens. Brymon Airways, which uses

Stolport with Dash Sevens, had proposed the jet flight tests because it is studying the 146 aircraft for its other regional routes, and thought it might also be a suitable aircraft for Stolport. London City Airways, also a Stolport user, has also shown interest in the 146.

John Mowlem said: "We will have to see what our legal advisers say... But obviously we would not have planned the landings had we not believed that we were able to do so under our existing consent."

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BUSINESS LAW

State traders need not pay

By A. H. Hermann, Legal Correspondent

UNLESS it is reversed by the House of Lords, yesterday's rejection of the creditors' appeal claiming that member governments are liable for the debts in the International Tin Council's mega-insolvency will be a blow to the London market. It will also be a final blow to the business community's confidence in the ability of the courts to uphold the rights of banks and merchants against governments defaulting on their contractual obligations — a confidence already badly shaken by the decisions to Polish and Cuban sugar disputes and those concerning Ugandan Holdings, Portuguese shipyards, the Colombian Embassy London account and Spanish Kamasa trade marks.

To the long list of governments who do not pay because they cannot, the Court of Appeal has now sanctioned the addition of another 22, some of them rich and eminently solvent, who simply repeat "won't pay" in various languages, whilst getting away with it to the tune of some \$200m.

The judgment is long and thorough. It takes up 265 pages of typescript which I could only peruse with indecent speed in the two hours before my deadline for this article. But even so, one can see that its persuasive force is very weak because the three appeal judges disagreed on essential points.

Only Lord Justice Kerr, the presiding judge, concluded that the member states are not liable for the unpaid debts. Lord Justice Nourse, in his judgment, more closely affirmed on international precedent, doctrine and principle — concluded that the member states are jointly and severally liable for the unpaid debts under international law enforceable by English courts.

In addition, Lord Justice Ralph Gibson concluded that the member states were liable under international law but, rather surprisingly, took the view that this liability could only lead to a claim presented by British government in the International Court of Justice in the Hague. The end result was that, although two judges held the member states to be liable, the creditors lost the case. The likelihood of the British government, which opposed the creditors in London, taking their case to the Hague is beyond belief.

We will come back with more detail but this will have little bearing on the practical effect of the court's judgment: the mem-

ber governments who formed the International Tin Council by an international treaty in order to operate a buffer stock and to keep the tin price artificially high by cornering the commodity on the London market — and more-over instructed the ITC to continue to borrow when already insolvent — cannot be sued by the creditors who are left to carry the can. Indeed the details and the very length of the judgment only obscure the absence of a strong and convincing reason of principle justifying this conclusion.

The Court of Appeal could not give such a reason because none exists. Law is not some magic imposed by hostile forces on mankind which must do its best to comply with its rules, however absurd, but a man-made framework which will suffer most from those who will avoid having any business with them; those who cannot will have to demand costly guarantees and securities.

Given that the British Government made it quite clear as soon as the ITC collapsed that it was ready to assume its obligations, it is hard to understand why it now supports its ITC partners in their refusal to pay — unless it succumbed to stubborn lawyers mesmerised by the chimera of a legal victory which it is not in the interest of their client to achieve, or gave priority to the interest of other member states.

Even if this pragmatic consideration is left aside, it must be rather embarrassing to go to court with an artificial legalistic web woven in support of the default and against the interest of the British creditors.

Let us accept with the Court of Appeal that the ITC is a creature of international law. This consists not only of treaties — one of

which created the ITC — but also of rules derived from usage and from the general principles of law respected by most nations. One of these rules is that partners trading as a company are individually liable to creditors for the company's unpaid debts unless they have made it known that their liability is only limited. To protect the interests of such limited liability companies all industrial countries, and many others, have enacted more or less strict rules governing their management, accounting, registration and disclosure of balance sheets and trading results.

Corporations created by international treaty and subject to international law may escape these stringent rules, but not the fundamental principle that their members are liable for unpaid debts unless they have otherwise when constituting the corporation. Having stated that international corporations created by an international treaty are governed by public international law which also determines their status, Dr F.M. Mann, the leading authority on this subject, writes: "This rule applies, in the first place to the question whether the member states are in any way responsible for the corporate liabilities and, if so, whether their liability is limited or unlimited."

"The existence of a body corporate," continues Dr Mann, "does not necessarily relieve member states of their responsibility. In France a partnership enjoys legal personality. In England an unlimited company which is not a corporation. Yet in both cases members are, or may be, liable to the corporate creditors."

When creating international organisations with limited liability, governments state the limited liability clearly and publicly in the charter of such corporations. This was done, for example, in the case of the International Bank of Reconstruction and Development, and of the Inter-American Development Bank, where member states' liability was limited to the unpaid portion of the shares. In the case of the African Development Bank, and of the International Finance Corporation, any liability of member states was explicitly excluded by the charter. No such exclusion can be found in the International Tin Treaty.


Another important factor in the protection of creditors is the principle of good faith, the pillar of most national systems of bus-

ness law. Even when limited liability is formally established, English and other courts do not hesitate to "lift the corporate veil" when it is unfairly or fraudulently abused to the detriment of creditors. Under West German law governing companies limited by shares, a parent owning the equity in a subsidiary of a group is obliged to make good any losses suffered by the creditors of the subsidiary as a consequence of instructions received from the parent company. The principle has an even wider reach: courts held bankers liable to creditors of their clients who defaulted on debts concluded on the basis of the bankers' assurance that the debtor is within their sphere of influence. The credit enjoyed by the ITC was to a large extent based on the confidence inspired by the 22 governments controlling it.

This principle of owners' liability for the debts of their businesses, even where these have a separate legal personality as a partnership, which the ITC was, and even where these are constituted as companies limited by shares, is uncomfortable to state trading countries who do not want to be responsible for the defaults of their agencies. Indeed, some confirmed the existence of the general rule of state liability by taking considerable pains to obtain an exemption from it. Thus the Czechoslovak Foreign Trade Code of 1963 provides in s.10: "Unless otherwise provided in this Act or in special regulations, members of a legal person (body corporate) . . . shall not be personally liable for its obligations." In contrast with the ITC which claimed both that member states are not liable, and that they enjoy sovereign immunity, an authoritative Czech commentary explained that the absence of state liability means that, on the other hand, the Czechoslovak trading agencies cannot claim sovereign immunity.

If the Court of Appeal decision in the ITC case is upheld, state trading countries will have no need to go to the trouble of enacting exemptions of state liability for the debts of their trading agencies: English courts will do the job for them.

F.M. Mann, Studies in International Law, p.172.
J.P. Kocak, The New Czechoslovak Code of International Trade, Bulletin of Czechoslovak Law (1964) Vol. XXII, p. 160.



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In accordance with the Description of the Notes, notice is hereby given that for the interest period from April 27, 1988 to July 27, 1988 the Notes will carry an interest rate of 7.3375% per annum.

The interest payable on the relevant interest payment date, July 27, 1988 against coupon n°9 will be US\$ 155.49 per Note of US\$ 10,000 nominal and US\$ 4,636.89 per Note of US\$ 250,000 nominal.

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Pursuant to Clause 4 of the Instrument and Condition 11 of the Instrument and Condition 12 of the Warrant attached on 12th May 1987, notice is hereby given that because of the increase of new shares to be allotted, specific third parties on 28th April, 1988, the warrant exercise price has been adjusted as follows:

1. The warrant exercise price in effect before each adjustment was 1.7500 USD per share of common stock and the adjusted warrant exercise price is 1.698110 per share of common stock.

2. Such adjustment took effect on 28th April, 1988 (Japan Time), pursuant to Clause 4 of the Instrument.

TATEHO CHEMICAL INDUSTRIES CO., LTD.
By: The Tokyo-Mitsubishi Bank Ltd.
Principal Paying Agent
Dated: 28th April 1988

NOTICE TO THE HOLDERS OF TATEHO CHEMICAL INDUSTRIES CO., LTD.
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Pursuant to Clause 4 of the Instrument and Condition 11 of the Instrument and Condition 12 of the Warrant attached on 6th February, 1988, notice is hereby given that because of the increase of new shares to be allotted, specific third parties on 28th April, 1988, the warrant exercise price has been adjusted as follows:

1. The warrant exercise price in effect before each adjustment was 2.0000 USD per share of common stock and the adjusted warrant exercise price is 1.948150 per share of common stock.

2. Such adjustment took effect on 28th April, 1988 (Japan Time), pursuant to Clause 4 of the Instrument.

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Dated: 28th April 1988

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ORION ROYAL BANK LIMITED
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Agent Bank, Orion Royal Bank Limited

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Legal Notices

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Registered number: 48820
Former company name: W. BROWN AND PARTNERS LIMITED
Trading name: W. BROWN LIMITED
Nature of business: STRUCTURAL ENGINEERS
Trade description: OF
Date of appointment of administrative liquidator: 15 April 1988
Name of person applying for administrative receivership: THE ROYAL BANK OF SCOTLAND PLC
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SOUTHERN FRANCE AND THE RIVIERA

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6th June 1988

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LAW

Non-director can be disqualified for unpaid Crown debts

RE LO-LINE ELECTRIC MOTORS LTD
Chancery Division
Sir Nicolas Browne-Wilkinson,
Vice-Chancellor
March 30 1988

THE USE of money owed to the Crown to prop up a failing business is more culpable than failure to pay commercial debts, and the court may disqualify a person from acting as a director if, though not appointed as such, he has acted as a director and traded through limited companies knowing them to be insolvent, and using Crown debts for such trading.

Sir Nicolas Browne-Wilkinson, Vice-Chancellor, so held, when ordering that Mr Peter Browning should be disqualified from acting as a director for three years, except in respect of two specified companies. The application for his disqualification was brought by the Official Receiver.

HIS LORDSHIP said that in 1986 Mr Browning was appointed a director of Browning Electric, a long-standing family company. His father was managing director.

The company repaired and manufactured electric motors. Mr Browning was put in charge of the manufacturing side. Manufacturing prospered, and a new company, Lo-Line Electric Motors, was formed to take it over. Mr Browning was a director.

In 1977 Lo-Line's bankers appointed a Mr Kanter to manage the business. The receiver sold the business to a newly-incorporated company "Maldon".

Lo-Line was compulsorily wound up on October 15 1979. It was insolvent. Its liabilities included £14,861 unpaid Crown debts. No annual returns were ever made, and no accounts had been filed since July 1975.

According to Mr Browning's evidence, he had very little to do with financial matters.

Maldon was incorporated in December 1977. The original directors included Mr Kanter and Mr Browning. Mr Browning resigned as a director on June 2 1980.

Maldon was compulsorily wound up on April 28 1983. It was insolvent. Its liabilities included £131,000 Crown debts. No annual accounts or returns were ever filed.

The moving spirit behind Maldon was Mr Kanter. He was in total control. From early days Maldon traded at a loss. Mr Browning deposed that he resigned as a director because he

was unhappy at the way the company was run. He stayed on as production manager.

In November 1982 Mr Kanter absconded to the US. The court was told he was subsequently sentenced to imprisonment for dishonesty.

After his departure Mr Browning took over the running of the company, though he was never re-appointed director. Maldon ceased trading in March 1983.

Another company, Pressure Die Casting ("PDC"), was incorporated in 1980. Mr Browning was not appointed a director, but acted as a director.

PDC was compulsorily wound up on January 18 1982. It was insolvent. No annual returns or accounts were filed. Its financial affairs were primarily the responsibility of Mr Kanter.

Special Electric Motors ("SEM") was incorporated in December 1982, to take over the remains of Maldon's business. Mr Browning was the moving spirit and a director. It was compulsorily wound up in October 1984. It was insolvent. Its liabilities included £18,738 Crown debts. No annual returns or accounts were ever filed.

The Official Receiver applied under sections 295 and 300 of the Companies Act 1985 for an order disqualifying Mr Browning from acting as a director. The complaints as to his conduct related to Lo-Line, Maldon, PDC and SEM.

The allegations were *inter alia* that he allowed Maldon and SEM to trade after he ought to have known they were insolvent, and that Lo-Line, Maldon and SEM traded with monies that should have been paid over as Crown debts. Also, he failed to ensure the filing of annual returns and accounts for all four companies.

Section 295 of the Act gave the court power to disqualify a person from being a director for a maximum of 15 years in circumstances specified in sections 296 to 300.

Section 297 gave express power to disqualify a person who had been persistently in default in filing annual returns or accounts.

Section 300 provided that the court might make a disqualification order against a person who had been director of a company which had gone into liquidation and of another company which went into liquidation within five years of the first, where his conduct "as director of any of those companies" made him unfit to be concerned in the management of a company.

The primary purpose of the section was not to punish the individual, but to protect the public against the future conduct of companies by persons whose past records as directors of insolvent companies had shown them to be a danger to creditors and others. The power was not fundamentally penal.

Ordinary commercial misjudgment in itself was not sufficient to justify disqualification. In the normal case the conduct complained of must display a lack of commercial probity, though in an extreme case of gross negligence or total incompetence disqualification would be appropriate.

In the present case, during the hearing and without notice to Mr Browning, the Official Receiver sought to change the nature of an allegation from commercial dishonesty to gross commercial misjudgment.

Natural justice plainly required that a director being disqualified should know the charges he had to meet. It would not be fair to consider this charge.

The debts owed by the companies included substantial Crown debts in respect of PAYE, National Insurance and VAT.

Although Crown debts were not strictly trust monies, failure to pay them not only prejudiced the Crown as creditor, but in the case of PAYE and National Insurance, might also have a prejudicial effect on the company's employees.

The use of monies which should have been paid to the Crown to finance continuation of an insolvent company's business was more culpable than the failure to pay commercial debts.

Under section 300 the only conduct relevant to disqualification was conduct "as a director".

After Mr Kanter's disappearance, Mr Browning *de facto* ran Maldon until it ceased trading. Similarly, he was never appointed director of PDC, but *de facto* he acted as director.

The question was whether Mr Browning's conduct as a *de facto* but not a *de jure* director was relevant.

It was not possible to treat a *de facto* director as a "director" for all the purposes of the 1985 Act.

Thus in sections 295 (minimum number of directors), 212 (directors' share qualifications), 298 (age limits) and 298 (register of directors), the word must be referring to *de jure* directors.

On the other hand, in some sections "director" must include a person who was not *de jure*.

Thus, section 285 validated acts of a director notwithstanding a defect in his appointment.

It followed that "director" was capable of including *de facto* directors, but might not do so. The meaning varied according to context.

As a matter of construction "director" in section 300 did include a person who was *de facto* acting as a director, though not appointed as such.

The paramount purpose of disqualification was the protection of the public, not punishment. Section 300 required the court to have regard to "conduct as a director". There was no reason why Parliament should have intended that the decision to disqualify should turn on validity of appointment.

Mr Browning said that so far as Lo-Line and Maldon were concerned, he was not primarily responsible for the financial management of the companies.

Even allowing for that, he must have been aware of the substantial Crown debts remaining unpaid. The history of his conduct showed a cynical willingness to use the unpaid Crown debts to prop up the failing companies.

The charge that he failed to ensure the filing of annual returns and accounts was proved in relation to Lo-Line and PDC, but not Maldon and SEM.

When all those factors were put together there was no doubt that Mr Browning had behaved in a commercially culpable manner in trading through limited companies knowing them to be insolvent, and in using the unpaid Crown debts to finance such trading.

His conduct as a director in the past indicated that, without adequate financial and managerial supervision, he could not at present be trusted to run a limited company in such a way as not to constitute a risk to his creditors.

It was not suggested he was consciously dishonest. The case therefore did not call for prolonged disqualification.

Mr Browning was disqualified for three years, but was given leave to be a director of Browning and another family company, so long as his brother-in-law remained a director of and had control of both companies.

For the Official Receiver: Anthony Bompas (Treasury Solicitor)
For Mr Browning: Charles Turnbull (Counsel)

Rachel Davies
Barrister

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A more intelligent approach to computing

Battle for Rowntree

IT IS HARD not to sympathise with the management of the British confectioner Rowntree. Here, after all, is a group that has invested for the long term in a portfolio of successful brands.

Joint market share of around 80 per cent. With only two to three per cent of the market and a single successful brand to add to Rowntree's market share, which amounts to 36 per cent on one independent estimate, Nestlé does not stand to increase the degree of concentration unduly.

Relaxed view It could be argued that, by buying an existing company, Nestlé would be reducing the risk of failure, since it would no longer be building up brands from scratch.

Lessons of the ITC judgment

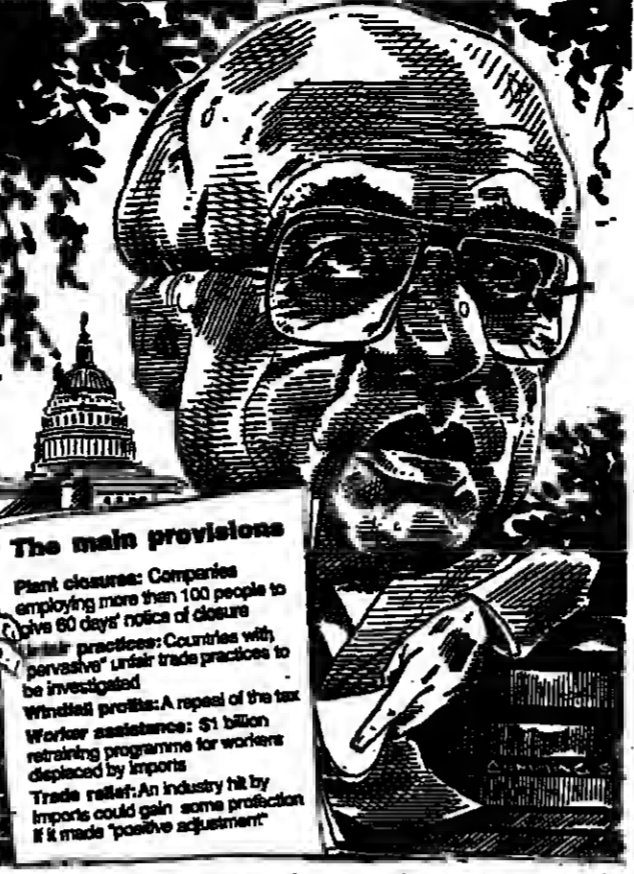
CREDITORS of the International Tin Council, which collapsed in 1986, suffered another defeat in the Court of Appeal yesterday. Two of the three judges rejected the creditors' case although all three disagreed on essential points.

Limited liability The principle that all partners trading under a common firm are individually responsible to the firm's creditors for its unpaid debts is entrenched in the domestic laws of most countries and, as two of the three appeal judges held, in international law, where it applies to international business partnerships of states.

Perverse Such legislative action may not seem immediately acceptable to the British Government which in the ITC case joined the other member governments in opposing the claims of creditors. Its reasons for doing so are difficult to divine, unless one assumes that it is willing to condone a perverse system of trading for the sake of friendly relations with certain governments.

Peter Montagnon assesses the outlook for the US trade bill, caught between Congress and the White House

THE TRADE policy now being pursued by the Reagan Administration is, according to Mr Bill Archey of the US Chamber of Commerce - the most assertive of any since the Second World War. But this week the Administration is in the curious position of preparing to veto a trade bill that basically endorses its own get-tough approach.



Clayton Yeutter, US Trade Representative: Trade bill needed now to help open markets to American products.

The bill is not protectionist in the classic sense of restraining imports. It aims, however, to expand US trade by forcing other countries to open their markets - a systematic approach to a policy hitherto pursued on a sporadic and ad hoc basis.

The momentum behind this bill, or a similar substitute, stems from the strong bipartisan support built up in Congress for a piece of legislation that has taken over three years to prepare.

Almost by accident over the past couple of weeks the plant closure provision has emerged as the key issue which could jeopardise the legislation. It is popular with the public, firmly supported by organised labour and detested by business which otherwise strongly supports the bill.

Mr Reagan is expected to cite some of the bill's other features as well as the plant closure provision in his plan closure announcement which is expected within the next two weeks. Privately, however, the Administration is indicating to congressional leaders that it would accept a bill minus this one provision.

Row over the bill

Lloyd Bentsen, chairman of the Senate Finance Committee, that this strategy might not work, there is an underlying feeling that such a deal might be possible, by transferring plant closures to different legislation, for example.

Trade experts see the bill as the main trade policy during the first Reagan Administration, which failed to respond when the trade deficit began to balloon. Now, says the Administration, has got together, Congress is trying to ensure that it sticks to its guns.

Trade experts see the bill as the main trade policy during the first Reagan Administration, which failed to respond when the trade deficit began to balloon. Now, says the Administration, has got together, Congress is trying to ensure that it sticks to its guns.

certainly be felt around the world - not least, says Mr Archey, because it will force the Administration to give much higher priority to trade where action has too often in the past been subordinated to the geopolitical interests of the State Department.

That is where the problems of the outside world begin. The European Community has carefully avoided inflammatory statements in recent days that might kindle further congressional assertions, but officials in Brussels last week expressed concern that the bill gave the US too much latitude to determine unilaterally which foreign practices were unfair.

According to Mr Yoshiji Nogami, Economic Councillor at the Japanese Embassy in Washington, the basic worry is that "the US is extending long arms" into other countries' affairs.

Mr Lo says he does not like the tone of the bill but is worried about what might happen if, against expectation, the veto is sustained and it dies. The Administration would lose the negotiating authority it has been seeking for the Uruguay Round - which would not stop the round but might curtail its momentum.

Private European officials say they would treat with understanding the Reagan Administration's failure to win its Uruguay round authorisation if the bill were successfully vetoed. At some stage before the round is completed in 1990 or 1991, however, the authorisation will be needed.

Diplomats at Somerville

Catherine Pestell, a senior diplomat at the Foreign and Commonwealth Office, is to be the new Principal of Somerville College, Oxford. She will succeed Daphne Park, herself a former diplomat who served in such diverse places as Moscow, Kinshasa when it was still Leopoldville, Hanoi and Ulan Bator, in October next year.

Pestell's career has been more conventional, including a spell as Minister (Economics) in Bonn, some time at the OECD in Paris and secondment to the Cabinet Office. She was, however, Counsellor in East Berlin in the days before that was a run of the mill appointment, and very enterprising she proved to be.

Pestell is presently assistant under-secretary public department, a slightly obscure title which covers information, visas and the external services of the BBC among other matters.

Lord Sean Lord Sean Manchester surfaced briefly yesterday to say he was not the bogus Lord Manchester who ran up bills passed on to the Duke of Manchester in Los Angeles recently (see yesterday's Observer).

English judge

Sir Gordon Slynn looks set to become the first English judge at the European Court of Justice in Luxembourg. Slynn will succeed Lord MacKenna, the Scot who has been at the court since Britain joined the European Community in 1972.

The distinction between an Englishman and a Scot may seem a fine one in the European context: the appointment is, of course, British. But it is a fact that most of the British cases that go to the court arise out of England, not Scotland, and it will be interesting to see how an English judge copes.

Slynn, of whom everyone seems to speak well, is currently an Advocate-General at the court. In the late 1960s and early 1970s he was the British Government's chief lawyer, a post known in the profession as the Treasury Devil. If he had returned from Luxembourg he would have had glittering prospects at home. But his wife is French and he likes the Continent.

Real survivor End of an era at Trafalgar: Lord Geoffrey Carter, one of the original entrepreneurs when Sir Nigel Brookes set out on the programme of diversification in the late 1960s, has made it to retirement.

Lord Sean said he only used the title in a "romantic sense" when he was dressing up for a pageant. He did, however, insist there was a bit of Lord Byron in

Beaver-hatted

Peter Newman, the historian of the Hudson's Bay Company, sports a top hat made of beaver. Newman is in London for the publication of Caesars of the Wilderness, the second volume of his company trilogy. Beavers figure prominently. When the British Crown granted the original rights to the Company, there was a kind of token rent: whenever the British sovereign visited Canada, he or she was to be given two elk heads and two black beaver skins.

Queen Elizabeth II asked for the practice to be changed in 1970. She wanted five beavers, so that she could give them to zoos. The elk's heads can be found in numerous royal residences.

Beaver top hats are now rare. The process of making them involved the use of mercury vapours, which did funny things to the producers. Hence, according to Newman, the origin of the expression "mad as a hatter."

In debt to Rooke

Cecil Parkinson, the Energy Secretary, is having problems with his eyesight. The other day he had to borrow a pair of spectacles from Sir Denis Rooke, the chairman of British Gas. It must be the first time, said Parkinson, that Rooke has loaned anything to a Government minister.

THURSDAY BOOK REVIEW The Challenge: Economics of Perestroika By Abel Aganbegyan

THE Russian bear has become flabby and must follow an entirely different way of life. So argues Abel Aganbegyan, who, as chief economic adviser to Mr Mikhail Gorbachev, the Soviet leader, must be presumed to know what he is talking about.

Perhaps the most significant difficulty of all is how to ensure the death of failing firms. Without bankruptcy there is no budget constraint and competition becomes meaningless. The risk is that the Soviet Union will lose the urgency given, however incompetently, by the communists of the state, while not gaining the competitiveness of a capitalist economy.

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Journalist

DEBT AND CREDIT give rise to much popular interest, fear and superstition. But they have been subject to less economic analysis than other related subjects...

ECONOMIC VIEWPOINT

The very murky pool of debt and credit

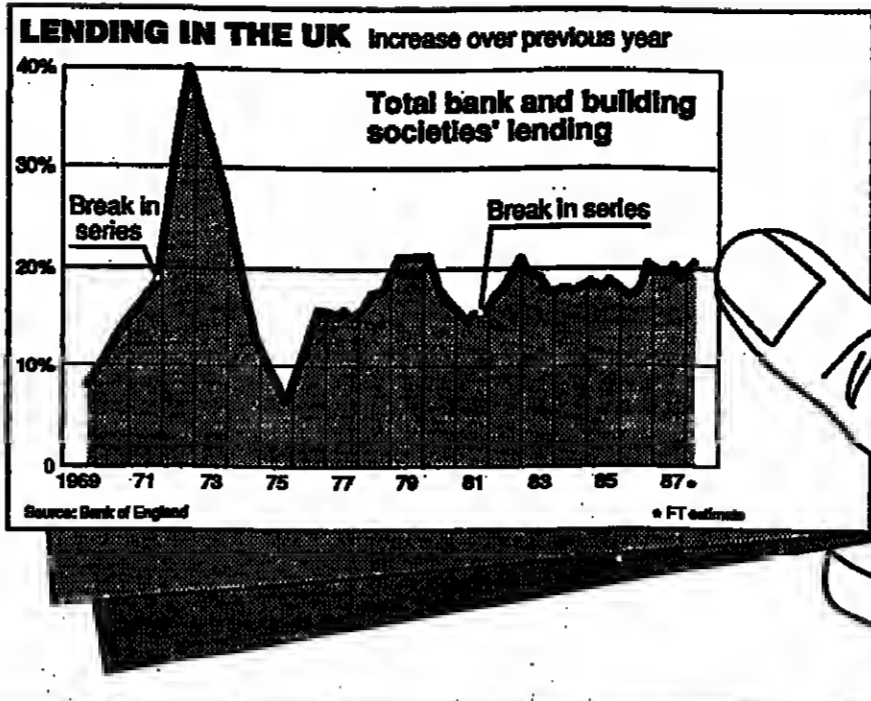
By Samuel Brittan

My biggest uncertainty is about how much importance to attach to the arithmetical tautology which Congdon insists is the centrepiece of his analysis. This is the condition under which the growth of debt increases faster than the growth of income and eventually becomes unsustainable.

This result is neither as original nor as profound as Congdon supposes. If any outlay whatever continues to grow faster than national or personal income it will eventually reach a point of proportionality...

9 per cent in 1980-85. The shift to high interest rates was followed very quickly both by the idc debt crisis and by the rise in the US Federal debt ratio, which reflected more than just Budget deficits.

There has, however, probably been a structural as well as a financial component in the rise of real interest rates. During the 1970s, there was a potential excess of world saving relative to investment...



Source: Bank of England

Innocent reader might expect a plea for cheap money or credit controls. It is not until the end of the book that the author reassures us that what he has in mind is a series of budget surpluses in the main industrial countries...

The special feature of debt is the large compounding effect if interest arrears are allowed to accumulate

they are not to produce a recession which will make the debt overhang even worse. Congdon takes me to task for not advocating a balanced budget as a fixed rule for UK fiscal policy...

One implication of his own analysis which Congdon does not draw out is that the US Administration should be worrying about the growth of its total debt rather than that small fraction which has a counterpart in current account deficits.

Finally, what does one make of the growth of lending in the UK? Bank and building society credit are not the whole of new lending; but they probably account for the bulk of it.

their lending more than building societies because of the rise in their share of home loans. Total lending has been growing more than twice as fast as incomes. Congdon concedes that a rising debt-income ratio need not worry lenders if the assets which provide the collateral...

My own support for the sterling-D-Mark link was not based on a denial of inflationary forces but on a belief in playing it long; that is that a credible link with a major non-inflationary currency was the best route to low inflation.

Nuclear rates of return

From Dr Dieter Helm. Sir, Mr Watt argues (Letters, April 26) that the private 10 per cent rate of return requirement for a nuclear station at Hinkley is too high because these rates have not in fact been achieved in the private sector.

The 10 per cent discount rate is, if anything, an underestimate. The rate is derived from the estimated cost of capital, which in turn is calculated from the combination of the return on a riskless asset...

Letters to the Editor

The stability of sterling

From the Rt Hon Terence L. Higgins MP. Sir, Your editorial (April 26) on the report by the Treasury and Civil Service Committee on the Budget was, in your own words, "well below par".

The way of the word

From Mr David Evans. Sir, interesting that the 7 per cent increase for staff in the electricity supply industry can be described as "Power Workers Bonanza"...

able would not provide the further tightening of monetary conditions if industrialists and others expect it soon to be reversed.

What that paragraph emphasised was that stability of sterling against the D-Mark constitutes a continuation of downward pressure on inflation towards German price levels.

From Mrs Joan Noble.

Sir, The assistance given by Guy de Jonquieres deal with some, but not all the questions on 1992 ("1992 and all that", April 18). I am surprised that he makes no reference to agricultural policy...

If '1992' is going to happen in 1992, significant decisions must be taken

From Mrs Joan Noble. Sir, The assistance given by Guy de Jonquieres deal with some, but not all the questions on 1992 ("1992 and all that", April 18). I am surprised that he makes no reference to agricultural policy...

MECA) are meant to be phased out by 1992. Here, theory is prevented from future political decisions being taken on farm incomes, especially if the current prudent price policies in European units of currency (ecu) terms continue.

community - because of a differing opinion over these few proposals, it would be counter-productive. It could also be seen to show a certain perovish intolerance.

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From Miss Heather Randall.

Sir, It is ironic that in the week of the Prime Minister's national campaign to promote awareness of 1992, speculation on the future of Lord Cockfield continues to grow.

From Mr E.D. Johnson.

Sir, Mr P.E. Sutton's timely letter (April 19) draws attention to a serious anomaly, but to say that the British will be driving on the wrong side of the road only heightens the present state of affairs.

Lombard An uncertain idea of Europe

By Guy de Jonquieres

WHEN LORD YOUNG, Britain's name Europe's multiple Trade and Industry Secretary, exchange rates and cite the creation of a common currency as the single biggest advantage a plan to create a single market truly unified EC market could provide.

Of course, improving market access is essential, and Britain has set a good example by attaching many damaging rigidities at home. But the idea that government can then sit back as detached spectators and watch market forces operate is as fallacious as the belief that car-owners should be free to drive on whichever side of the road they choose.

Gartmore Pensions Strategy advertisement. Includes a diagram of 'GARTMORE PENSIONS STRATEGY' showing various investment options like 'Final Salary Schemes', 'Money Purchase AVC Schemes', 'Personal Pension AVCs', 'Group Additional Voluntary Contributions', 'UK Grouping', 'European Grouping', 'Global', 'UK Grouping', 'European Grouping', 'Global', 'UK Grouping', 'European Grouping', 'Global'.

FINANCIAL TIMES SURVEY

It is the smaller companies which are creating new jobs and this is recognised by most governments in

Europe in the run up to the single internal market. In Britain, ironically, the direction of policy appears uncertain at this crucial time, writes

Charles Batchelor

Jobs born out of enterprise

SMALL BUSINESS continues to occupy a favoured position on the agendas of most governments in Europe. In Britain smaller companies are the target for a £250m programme, the Enterprise Initiative, to bring them subsidised management consultancy advice. In France big business support schemes have long been jettisoned for programmes more likely to help the small business. In Brussels the European Commission is talking its policies and programmes to take more account of what it calls small and medium-sized enterprises.

This widespread interest should come as no surprise. Smaller companies, those employing up to 500 people, account for between 85 and 97 per cent of all businesses in the four main European economies, and for between 39 and 53 per cent of the workforce, according to European Community statistics.

It may be the large multinational corporation which hopes the attention but such companies are continuing to shed jobs while the smaller firms are creating new ones.

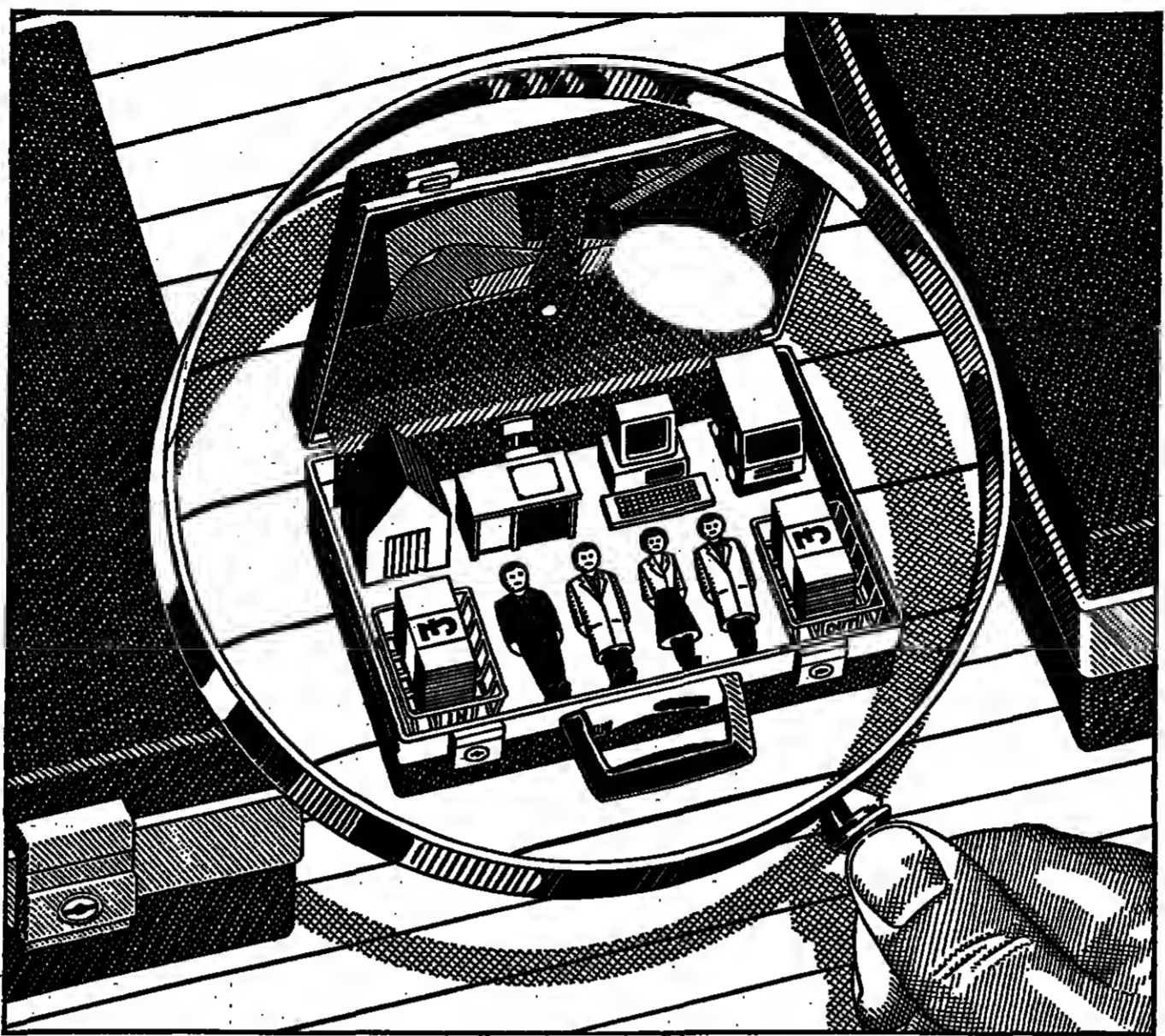
However, while the idea that small-scale enterprise is beautiful has received widespread support, the nature of small business differs radically between countries.

In Germany, the Mittelstand, the owners of the family-run craft business, occupy a central position in the life of the country. Like their counterparts in Belgium, which boasts a Ministry for the Middle Classes, West German small firms have long been protected from the harsher winds of competition by a mass of restrictive legislation and a solicitors network of private and public sector banks.

France, too, has its network of family firms - now facing a particular challenge as their post-war founders reach retirement age or die - but seems more aware than its neighbour across the Rhine of the potential of the small industrial company.

Britain, where a highly-developed stock market has promoted the public company at the expense of the privately-owned family firm, has caught up fast in recent years, adopting a number of innovative schemes to encourage the smaller business.

Along among the major European countries, Italy has taken a more hands-off attitude to its smaller companies. They owe their particular vitality to close



Small Business

family ties, high levels of self-financing and an ability to overcome the bureaucratic inefficiencies of many public services, rather than because of any specific policies for the small business.

Despite this diversity, the problems facing the small company in Europe differ more in degree than in the fundamentals. Start-up companies in every country face a tough task to establish credibility with the banks and other providers of finance. Managing growth is a universal problem; introducing new products and processes a constant challenge; and breaking out of a home market into the wider European scene a big step

for small firm owners everywhere.

After many years of wide-ranging programmes aimed at backing almost every form of small-scale enterprise, a more flexible approach is now being adopted. Early in response to the approach of the European Community's target of 1992 for the creation of a single internal market, attention is now being focused on helping the more sophisticated company.

France, for example, is putting more funds into helping small companies adopt new technology. Britain's Enterprise Initiative is focusing on the problems of growth such as quality management, manufacturing methods

and financial and information systems.

To find out why some companies grow to operate on a European scale, while many others remain small, the European Foundation for Entrepreneurial Research has been launched by a Dutch businessman, Mr Bert Twaalfhoven.

At the other end of the scale, chambers of commerce and enterprise agencies and business clubs around Europe are trying to inject the enterprise spirit into their local community. Venture capital funds for small business have been set up by organisations as diverse as Bexley Borough Council, in south-east London, and the Loiret branch of the

Patronat, the French employers' organisation, in Orleans.

While Europe struggles with the challenges facing small business, other parts of the world are also busy. Japan's Ministry of International Trade and Industry, for example, is attempting to foster co-operation between small companies in the fields of technology and marketing. Faced with a growing challenge from Taiwan and Korea in export markets, Japanese small firms are being helped (strange as this may seem to European eyes) to develop their domestic market.

The developing world is also keen to adapt some of the techniques from the industrialised countries. The European Busi-

ness and Innovation Centre organisation, which is setting up a chain of science park-style developments throughout the Community, has been asked by the United Nations to see if its ideas can be transplanted to Africa.

Delegations from Nigeria (as well as from Canada and South Africa) have visited British colleges to see if ideas for injecting enterprise into education can be applied there.

Ironically, at this time of rapid change, the direction of small firms policy in Britain appears uncertain. In the wake of the June 1987 election, the small firms' portfolio appeared to have been given additional weight when it moved up a ministerial grade to become the responsibility of a Minister of State at the Department of Employment, in the shape of Mr John Cope.

But it soon became clear that Lord Young and Mr Kenneth Clarke had taken effective control of small firms policy with them when they moved from Employment to the Department of Trade and Industry (DTI). Mr Cope has been left to administer the low-profile, low-budget Small Firms Service, while programmes such as the Enterprise Initiative have come from the DTI.

On the one hand, small firms policy now appears to be more firmly anchored at the core of British government industrial policy. But the development by the DTI of its own network of local offices to administer the Enterprise Initiative adds to the number of agencies dealing with small firms and threatens to increase their difficulty in finding the right one. The 300-plus enterprise agencies feel unsure of their role in the new system.

There may be confusion over the policy makers but evidence of the establishment of an enterprise culture - a term largely synonymous with the growth of self employment and small business - is on the increase. A recent study* commissioned by SI (Investors in Industry), the venture and development capital group, pointed to increases in numbers of new company starts (and failures), a leap in the number of management buy-outs, and (until last October's stock market crash) a rapid rise in new stock market listings of companies.

This change in mood has its counterpart elsewhere in Europe. In France, the business monthly, L'Expansion, last November reported that a convincing 63 per cent of 18-25-year-olds thought the successful businessman was someone to be admired - a stark contrast with attitudes in the 1960s and 1970s.

Reflecting the greater emphasis on providing advice rather than money, recent British budgets have provided little direct help for the smaller company. There has also been a move in Government policy away from specific new policies to help the small firm, to broader economic measures to cut overall tax levels.

Apart from minor adjustments to the workings of VAT and a useful reduction in effective rates of inheritance tax, the 1988 budget held little of special interest for the small firm.

Responding to pressure from some of the small firm lobbyists, the Chancellor did restrict companies to raising just £500,000 of BES finance in any one year in an attempt to channel these funds to the smaller company.

The BES would magnify its effectiveness if it could be used by the managers of a small company as well as by its passive investors, according to many people who have followed the scheme's progress. Inland Revenue fears that such an extension would lead to abuse has prevented such a move, however.

The venture capital industry to have been particularly keen to see an extension of the BES tax breaks to managers. Such a move would increase the numbers of managers prepared to leave the relative security of the larger corporation to set up on their own, the venture capitalists argue.

While Britain continues to dominate the European venture capital industry, accounting for nearly half the Ecu1bn (£7bn) pool of funds available, this form of financing the smaller unquoted company is growing in popularity throughout the Continent.

Most deals continue to be arranged within individual countries in Europe but the number of cross-border transactions is on the increase. They accounted for just over 11 per cent of investments made in 1986, compared with 7 per cent the year before - further confirmation that even the small company must be prepared to operate on an international scale.

* Britain in the 1980s: Enterprise Reborn? by Graham Battcock & Partners.

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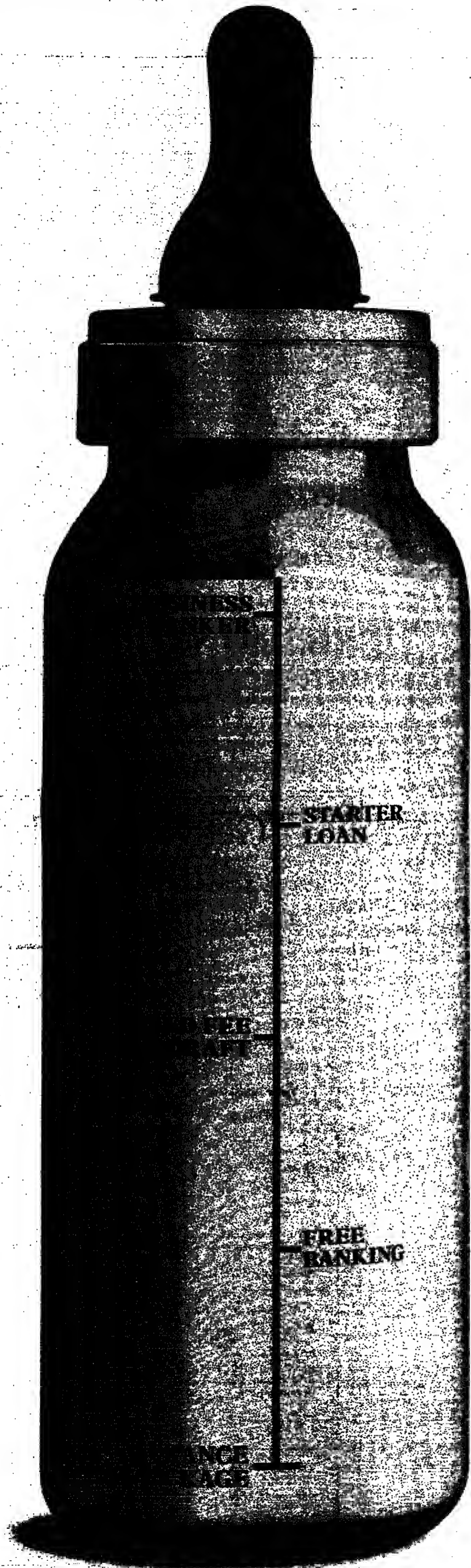
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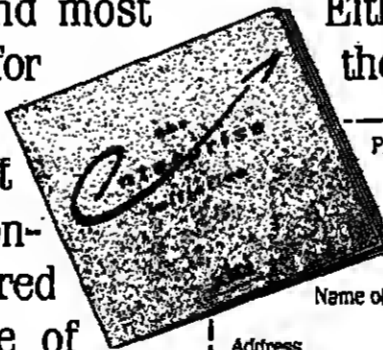
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dti
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The franchising garden still has its weeds: proceed cautiously

Take professional advice

THE PERILS and pitfalls of franchising as a small business system have been amply demonstrated in recent years by several companies which have found that success is not guaranteed by using franchise methods.

The Young's Franchise Group, for example, which was one of the longest-established franchise operations in the UK with trading companies such as Promedia and Young's formal wear, was forced into receivership in late 1985 with debts estimated at £3.7m.

The company, however, was subsequently bought by Mr Cyril Spencer, a former chairman of the Burton Group, as a going concern and is now trading successfully after new management and capital were brought in.

Another recent example of the problems of running a small business was given by Flash Trash.

Flash Trash was aimed at yet another small niche retail market - selling high fashion, colour-coordinated accessories ranging from belts to bangles. Within a few weeks its first two branches being opened in central London the company - which had decided to expand through franchising - was deluged with 400 or so applications to franchise the concept.

Flash Trash looked a winner and a good prospect for franchising. It was supported by pension funds and the National Westminster Bank, one of the leaders in the provision of finance to potential franchisees.

Yet Flash Trash recently went into receivership, leaving accountants Ernst & Whinney to find potential bidders for the operation as an on-going business. Fortunately, no franchisees had yet started up a Flash Trash outlet.

Other franchisees have not always been so lucky, even though franchising generally has

a lower failure rate than for other types of small businesses.

The franchising garden still has its nettles, weeds and wasps," points out Mr Roy Seaman, publisher of the UK Franchise Directory. "You really do have to take time and good professional advice to pick the right company."

The British Franchise Association - the main trade body for the franchise industry - has made great strides in recent years to weeding out some of the "cowboy" operators attracted to the sector.

Mr Roy Duffield, director of the BFA, points out that "as franchising has grown in popularity, the industry has begun to attract a number of people who have sought to use its success for their own businesses, without necessarily adopting the same ethical procedures."

He adds: "This has confused the overall picture and made it increasingly difficult for prospective franchisees to evaluate the options open to them."

Even so, there is no shortage of both companies and individuals who want to become involved in franchising. A survey commissioned by the BFA and sponsored by National Westminster Bank shows that last year there were over 180,000 people directly employed in franchising, compared with 150,000 in 1986.

The survey also indicated that there were some 250 businesses which confirmed to the BFA's view of an ethical franchise operation - although trade directories have suggested that there are a further 150 companies claiming to be involved in franchising.

Annual sales through franchising last year, according to the survey, reached £1.1bn - representing some two per cent of all retail sales. By 1994, according to

the BFA, sales through franchising are expected to reach £7.7bn.

What will continue to fuel this growth are the basic factors which have made franchising such an attractive proposition to both companies and individuals. Mr David Acheson, managing director of Sky Hayward Franchising Services, points out in a new survey on franchising published by Jordans that "such is the power of franchising that it can transform one man's dream into a giant international business within the space of two or three decades."

This, he explains, "a milkshake mixer salesman expanded a hamburger store into the world's largest restaurant business - McDonald's - to 30 years through franchising. Other notable examples of successful international franchising have included the Body Shop and Benetton in retailing and Kentucky Fried Chicken and Wimpy in fast food."

For companies - the franchisor - the advantage of franchising is that it enables the business to be expanded more rapidly and with less capital and management. The franchisor, according to Mr Acheson, "supplies the business formula, the experience, the advice, and the on-going supervision."

The disadvantages for franchisees is that poor franchisees can damage the reputation of the business. Both Wimpy and Kentucky Fried Chicken have in the past suffered from this problem, forcing management to take action to restore their image with the public.

For individuals - the franchisee - franchising offers many of the benefits of self-employment while at the same time reducing the risk. The loneliness of the small business operator is to some extent mitigated by the

close relationship with the franchisor - although some franchisees find this closeness irritating and prefer to branch out entirely on their own.

The experiences of the past few years have made both franchisors and franchisees more wary of each other. "It is important to remember that franchising is not necessarily the right environment for everyone and a few franchisees will inevitably withdraw from the market from their own choice and not from failure," points out Mr Duffield.

At the same time, reputable franchise companies are looking for a higher standard of franchisee. "Franchisee selection is becoming more sophisticated and franchisees themselves are more aware of what is required," says Mr Duffield.

There is no guaranteed means for individuals to make sure that the potential franchise operation will prove successful. The BFA produces a basic guide to franchising and there are a number of excellent books on the subject. They all, however, give the same basic advice: act cautiously and with common sense.

In the longer term, the UK franchise industry believes that growth will come not only from within the UK but also from continental Europe. "Given the 1992 de-regulation of the EC, when tariff barriers will disappear, this will mean a potential market for franchisees larger than in the US," points out Mr Duffield. "It would be a foolish franchisee who did not seek to take advantage of this opportunity."

The British Franchise Association, Franchise Chambers, 156, Bell Street, Henley-on-Thames, Oxon, RG9 2BD. Telephone 0491 570042.

David Churchill

Pensions

State will no longer provide

THE NEW pensions environment brought about by the 1986 Social Security Act came into being this month. Its impact will be felt throughout the whole business community, and particularly by small businesses.

Pensions are not a top priority in most small businesses, but while those running the business can still neglect their own pension arrangements, they can no longer ignore those of their employees and leave pension provision to the State.

There are usually three basic reasons why small businessmen have not made any pension arrangements for employees:

- Too involved in running the company to devote time and effort to company pension arrangements.
- Too much expense, particularly with final-salary based schemes with their open-ended financial commitment.
- It was not the employer's responsibility to provide pensions for employees.

The new pensions environment is changing these attitudes. All employees and the self-employed receive the basic flat-rate pension from the State. On top of this, employees receive a second-tier pension from the State Earnings-Related Pension Scheme (Serps), unless they are contracted-out.

So employees who made no pension provision for their employees automatically put those employees into Serps. Under the old benefit structure this was not a poor decision.

However, one of the many major changes in the Act, which has received less attention than the other changes, is a drastic cutback in benefits provided by Serps. An employee retiring in the next century, relying solely on State benefits, will get a very poor pension. If the employer does nothing, an employee, by default, is in Serps.

The employer can still do nothing and leave it to individuals to take the necessary action to ensure an adequate income in retirement. Another major change in the Act was the introduction of personal pensions for employees which can be used to contract-out of Serps and these will be available from the beginning of July.

However, the employer can set up the necessary company arrangements to provide adequate pensions for employees.

Most life companies are promoting the group personal pensions route for small businesses. The views of these companies is expressed by Mr Nick Johnson, development manager of General Accident Life, as being ideal for the small business - flexible, low cost, good benefits and with little administration.

For the employers' own pension arrangements, the approach depends on whether they are incorporated or self-employed. The changes being made will have minimal impact on the self-employed. The new-style personal pension is based very much on the existing retirement annuity contracts, which have been available to the self-employed for over three decades, but with two important exceptions.

First, under the new personal pensions, the benefits can be taken any time between the investor's 50th and 75th birthdays, both days inclusive, whereas on the current retirement annuity contract benefits are available between the investor's 60th and 75th birthdays.

Second, under the new personal pensions, the investor can take up to 25 per cent of the contract's value in a tax-free cash sum, the remainder having to be taken in income form.

With retirement annuity schemes the formula for calculating the amount of tax-free cash is complex, but the percentage increases with age and is usually greater than 25 per cent. So those who are self-em-

ployed, and do not have a retirement annuity contract that can take increasing premiums, should arrange one before July, even if only for the minimum contribution. It is always possible to switch from a retirement annuity contract to a personal pension, but not the other way round.

Those who are incorporated can set up their own company pension arrangement for themselves and any other director or executive - known as an executive pension arrangement. This can take the form of a scheme from a life company, a scheme run by the individual themselves, known as a small self-administered scheme, or a hybrid of these two arrangements arranged by a life company.

Prior to last year's Budget, such schemes could provide maximum pensions after only 10 years. Now the minimum period over which a small businessman could build up to maximum pension of two-thirds of earnings is 20 years.

Nevertheless, these schemes do allow for profits and assets to be set aside from the business into the employer's pension arrangements. But it is necessary to start making arrangements that much earlier than before, rather than waiting until retirement is approaching.

Many small businesses are reluctant to lock away assets into a pension arrangement. However, with these executive schemes, assets can be partially unlocked through a loan-back arrangement - the pension scheme lends money to the company on a commercial arm's-length basis.

Indeed, the executive pension scheme can provide the small business with an alternative source of finance, both through loan-backs and by sale-and-lease back of property.

Eric Short

Case study/Konix



Mr Wyn Holloway: right hand of the stick

Joy ride to expansion

BY THE end of this year Konix will have undertaken a £500,000 expansion that will double the size of its plant to around 20,000sq ft at the top of one of South Wales' industrial valleys.

"We have taken the decision to go ahead because if we want to grow we simply must have more space," says Konix's founder and chief executive, Mr Wyn Holloway. Just another expansion, at just another factory, turning out just another product, might be the first reaction. Except that Konix is not just another company: three years ago Konix did not exist. Today, it has an annual output of £8m and sells 70 per cent abroad, much of it to the US.

Konix is one of the success stories of South Wales, a company that is turning the one-time land of steel and coal into a land of high technology. Mr Holloway is one of the new breed of entrepreneurs backing lynchets that are turning them into self-made wealthy men.

Three years ago Mr Holloway was selling computer games over the counter of his shop in an inner suburb of Cardiff. To his dismay he discovered that half the games found their way back to him with faults. A lesser man might have fished off his customers with excuses. But Mr Holloway was determined to give services and so, using his carpentry know-how, designed a joystick that would not fail.

A friend advised on the electric and mechanical parts and Mr Holloway built his own model, the Speedking. Today he sits in a modern office and looks down the valley to Ebbw Vale to the

remains of what was once one of the best steelworks in the world but is now much reduced in scope.

Mr Holloway, now just 39, employs around 90 people making a range of joysticks that have won a way into the most demanding market in the world, the US, taking on and beating the Japanese along the way.

In America he has a major contract with Hasbro Electronics,

He has won a way into the most demanding market - the US

which is to the toy industry what Boeing is to aerospace, the company that produces Fisher-Price, Mr Games and My Little Pony. In Europe he has won orders from Microworld, the buying group for Rushmore in West Germany, Implec in France and Serma in Spain.

From nothing to an annual turnover of £8m in 27 months - he started just before Christmas 1985 and moved into his present plant three months ago - is fast going. But he is determined to press ahead because he believes that without growth there can be no progress. He is launching three ranges of products this year aimed at both home and business use of joysticks. The first will be on show at the Chicago Electronics Fair in June, the second at the PCW show in London in September, and the third in both the

UK and the US just before Christmas.

One contract with Hasbro is typical of the way in which Konix works. The American concern asked Mr Holloway to manufacture a particular type of joystick. He thought it uncomfortable, redesigned it with the Americans' approval and is now making prototypes. By August the joystick should be in production - and an extended plant needed.

Over-concentration on one product can lead to unhealthy exposure if the market changes and Mr Holloway is planning to secure his base by diversifying into a number of associated product areas. "We have taken on a number of engineers to broaden our field and we intend to produce a wider product range," he says.

In particular, he has ideas for home electronics, such as electricity storage heating units which, he claims, have created a big impression with one of the English electricity boards. He would also like to move into smoke detectors and burglar alarms, all using Konix's electronics know-how and production potential.

Such an expansion would involve even more space than that already planned and as he looks out from his window, over the white low-slung Corvettes with the deep-throated engine, that is his other passion, he avidly eyes a prime site right across the road. It would obscure the view of Ebbw Vale if he built on it, but that would be a small price to pay.

Anthony Newton

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SMALL BUSINESSES 7

Charles Batchelor on the European Community

Single market opportunities

SMALL BUSINESS has come to occupy a more prominent place on the European Community's agenda over the past few years.

The first meeting, an informal event on May 6, will be held in Germany at the invitation of the Bonn government.

Smaller companies will provide the new jobs

the Council of Ministers - for a crucial sector of its own economy. They also mark a growing realisation within the Community as a whole that it will be the smaller company which provides new jobs in future.

But despite all the efforts of the European Commission to claim itself the friend of the small and medium-sized enterprise (SME), for most small firms the activities of the EC remain shrouded in mystery.

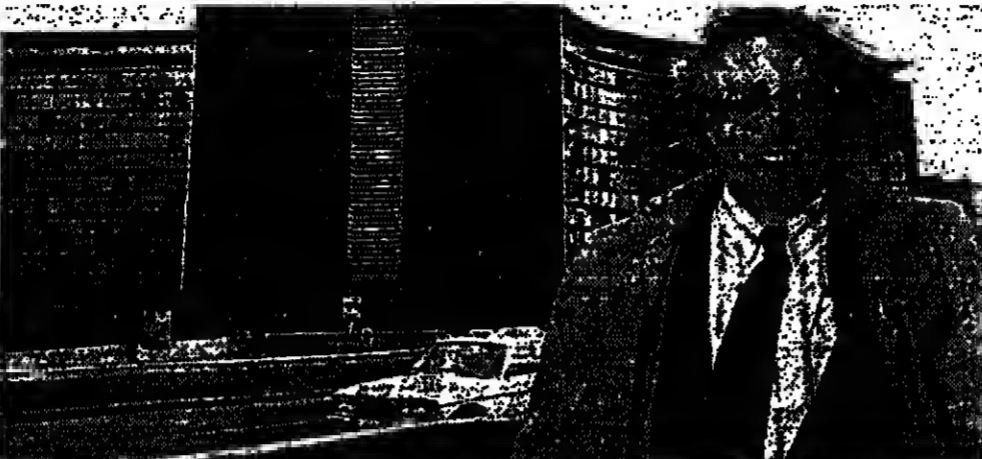
Most small businessmen and

many of their lobby groups are uncertain what the EC can do for them and suspect that what it is doing is likely to make life more, rather than less, difficult.

A problem facing the Commission in the battle for the hearts of the Community's small business lobby is that many of its actions do not have a direct impact on smaller companies.

The need to understand what the Commission is doing has become more urgent with the approach of the 1992 deadline for the creation of a single internal market.

The responsibility for improving the lot of the smaller firm lies with Mr Abel Matutes, one of the two Spanish Commissioners. He was appointed at the start of 1986 to be the Community's first Commissioner with a specific role to develop the SMEs.



Mr Alan Mayhew, heads the small business task force



Mr Abel Matutes

Together with his fellow commissioners, he has developed a range of initiatives aimed at simplifying the Commission's rules book to ease the burden of red tape on smaller companies; at increasing cross-border co-operation between small firms; and at establishing a Europe-wide information network to help businessmen trade across national boundaries.

The most recent proposal unveiled by the commission was aimed at boosting cross-border co-operation between small high-technology companies. It calls for a Community-funded guarantee which would insure venture capital companies against 50 per cent of losses on their investments.

This scheme, announced last month, is intended to attract more venture capital funds into the grey area between pre-competitive research and projects nearing commercial marketability. Mr Matutes said he envisages a fund or group of funds amounting to between Ecu100m and Ecu500m (S\$7m-233m).

One of its priorities has been to monitor the effect of any proposed legislation on the smaller company by means of what are known as "impact assessments".

If any proposals seem likely to make life difficult for the small firm, the task force can send it back for modification.

One recent proposal, put forward as a health and safety measure, was for a minimum size of factory window to be permitted in the EC. The problem was that while a factory in Germany wants to maximise the northern light its counterpart in Spain wants to reduce the glare of the sun.

"We don't want a proposal that closes down every business in a pilot network of 39 Euro Info Centres or 'guichets'."

Another area to which the task force has been paying close attention is the need to make the community's research and development programmes more accessible to the smaller company.

One way of opening up these programmes to the smaller firm is to break them down into smaller packages. The commission's directorate for science, research and development is working on a plan to split some future Brite projects, currently worth about Ecu2m each, into feasibility studies worth Ecu25,000 each.

More small firms could afford to take part in such projects which would only become full-scale research contracts if they proved to be feasible.

Informing the smaller company about what the EC can do for it has become more necessary as the range of commission activities has broadened. Using existing local centres of advice - such as chambers of commerce, regional development organisations and trade associations - the Community has established a pilot network of 39 Euro Info Centres or "guichets".

Underlying all of the task force's programmes has been the desire not to create anything

Most small firms remain mystified

which would duplicate national initiatives. So, for example, the guichets are sited in existing business information centres through their staff are given special training.

The drawback of this policy, in public relations terms, is that the commission cannot adopt a high profile to the smaller company. Despite this handicap, Mr Matutes is clear there is still a lot to be done for the smaller firm. "A single internal market creates an enormous challenge for the smaller company," he says. "We want to convert that into an opportunity."

Italy

Causes for complaint

"ITALIANS HAVE an entrepreneurial vocation," claims Franco Muscara, deputy chairman of Confindustria. Mr Muscara, who is the representative of small businesses at the industrialists' association, believes that small and medium-sized manufacturing firms thrive because many Italians want to be independent and run their own businesses, and because experience shows that there are profits to be made.

State encouragement and assistance are clearly not the reason for the flourishing condition of the firms on whose behalf Mr Muscara is working. "Apart from regional development funds and financial support for research

The machinery of government is more a hindrance than help

and technological innovation, which are available to companies of all sizes, small firms receive nothing from the state," he says. With a smile he notes that "managed workshops" and subsidies for consultancy advice are not part of the system within which his members operate.

Neither do science parks form part of the Italian business and industry landscape. "Though the Lombardy and Piedmont regional authorities have made appreciative noises about science parks, they are certainly far from being a reality in Italy," says Mr Muscara.

Indeed, he considers that the machinery of government is much more of a hindrance than a help to the development of the country's small businesses. "A modern and efficient administrative framework is missing," he claims, describing firms as "ware trying to function without software."

"Public services like telephones, post and transport are poor. Bureaucracy is slow, complicated and saddled with mechanisms which are difficult to understand. Letters are invariably badly written," complains Mr Muscara. He says that small businesses are handicapped by huge external diseconomies of scale.

Big corporations are able to spread the costs of dealing with the bureaucratic machine of government, while small firms have to absorb these costs in lower turnover.

Mr Muscara also takes issue with the tax authorities. He considers that the anticipated payment of corporate income tax in November, based on the previous year's results, is an iniquitous penalty, particularly because recovering tax credits is such a lengthy process.

Italy's manufacturing companies currently have tax credits of between 130,000m and 140,000m. But there are delays of two to three years before VAT credits are paid, and as much as six years in order to receive payment for corporate income tax credits," he says.

Big business is also better equipped to deal with the country's banking system. During the period of high inflation and high interest rates at the end of the 1970s and the beginning of the 1980s, Italy's larger corporations placed their funds in banks on treasury management. Their contractual power is much greater than that enjoyed by small businesses when dealing with banks.

The "tasso Fiat", the rates applied to Fiat and other large groups, is considerably better than the conditions which banks set for small businesses. Handicapped by the public administration and at a disadvantage compared to large corporations, there are nevertheless good reasons to explain the success of Italy's small businesses. In addition to the vocational streak mentioned by Mr Muscara, much is attributable to the labour factor. "Staff relations are much easier in small firms than in large corporations. Moreover, relations between owners and labour are still improving," says Mr Muscara.

But labour cost differentials probably count as much as a happy working climate in explaining why Italy's small businesses are flourishing. Recent research shows that they pay wages which are more than 20 per cent below those of large companies. This does, however, reflect a higher degree of identification with the firm, greater loyalty and less absenteeism. Workers in small businesses are willing to accept lower wages.

Italy's small business phenomenon has been a focus of attention, particularly after its performance in the 1970s when it compensated for the fallings of large enterprises. But recently some of the factors which had helped it flourish during the 1970s have put a brake on the development of small firms.

That this is not entirely the case was shown at a conference in February which was organised by the British and long-term credit institution Mediobanca Centrofin Bank (Italy economist Fabrizio Barca, who the conference also revealed shows that the rapid development which started in the first part of the 1970s has not been interrupted. Capital accumulation, growth, employment creation and market share have continued to grow at a fast pace. Gross operating margins remain higher in small businesses than in large companies.

However, Mr Barca's research shows that, contrary to the state of affairs in Italy's small businesses, it is growing less quickly. He attributed this partly to a late-of-1980s recovery in large businesses. But small businesses have a lower innovative content in their investment, a lower demand for higher skills and are backward in staff training, organisational change, marketing and international handling.

Mr Barca told the conference that there is no doubt that the upward trend of productive efficiency in small business has slowed during the 1980s. He believes that factors exist which place their future development at risk. The time could be ripe for effective state assistance and a new stimulus through schemes like academic parks and managed workshops.

David Lane

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SMALL BUSINESSES 8

Public sector organisations are trying to simplify access to markets

Smaller suppliers sought out

GOVERNMENT CONTRACTS are big business but too many opportunities are missed by the smaller company. The Ministry of Defence, for example, places 40,000 contracts a year through its main headquarters purchasing departments and many more through its local buyers. Last year it spent no less than \$3.5bn on equipment and a further \$3.2bn on items such as construction work, transport, fuel and clothing.

While a large part of its demands are for sophisticated weaponry, a sizeable proportion is for anything from boots to breakfast cereal. Gaining access to this market, however, can prove a nightmare to the smaller company, unfamiliar with the ways of large buying organisations. The MoD has no fewer than 1,200 buyers and finding which one is relevant to a small company's particular area of expertise can be a time-consuming business.

Despite these difficulties, which in the past have led many a small company to give up in despair, the picture is starting to change. Under government pressure for the public sector to

reduce its costs and increase competition among its suppliers, the MoD, the National Health Service and other public sector organisations are starting to take a more positive attitude to the smaller supplier.

Not that government policy is aimed specifically at favouring the small company. It is just that, frequently, the only way to introduce competition into markets dominated by a handful of large companies, is to let the small business in.

The main thrust of this new official policy has come from the Central Unit on Purchasing, a Treasury department set up in July 1985 to help the government get better value for money. Headed by Mr Mike Wilkes, a former general manager at Shell UK, the unit aims to shake up the inertia in many government departments.

Many have got into the habit of placing large orders with a circle of old-established suppliers when needs might be met more economically by placing smaller orders on a local basis and involving more small firms.

The government is opposed, however, to the idea of reserving

chunks of public sector purchasing for the smaller firm. Set-aside, as they are known, are common in the US and are allocated to defence contractors or businesses run by ethnic minorities. The British government feels that such quotas distort the market and do not increase competition.

The NHS set up its own procurement directorate in January 1986 to improve the purchasing practices of its 14 regional health authorities. It wants to develop more sophisticated ways of comparing prices paid by the NHS and other organisations and is starting to develop regional centres of excellence. The northern region, for example, specialises in the purchasing of textiles and disposable paper products.

The MoD is most explicit in its wish to encourage the small firm. It set up a Small Firms Initiative in November 1986 to take a far more active role in finding new suppliers. "In the past people would usually apply to become registered contractors," says Mr Errol Grieve, head of the small firms team. "Now we go out and look for them." This is achieved by distributing information through chambers of commerce and enterprise agencies and by attending defence equipment exhibitions. The aim is to increase the small firms' share of MoD spending from the 13 per cent figure in 1986/87 (though this figure takes no account of sub-contracting work carried out by small companies for larger prime contractors).

One company to benefit from the Small Firms Initiative was Atlas Management, a Birkenhead-based manufacturer of iden-

tity labels with a staff of just seven and turnover of £250,000. After trying in vain for two-and-a-half years to make a sale to the MoD Mr Eric Hearn, the managing director, met Mr Grieve at a roadshow organised by his local chamber of commerce. After the meeting Mr Hearn says he found the MoD much more responsive and finally sold a system for labelling uniforms to a naval training establishment.

Even when the smaller company finds the buyer responsible for its sector of the market it can prove difficult breaking into an existing circle of suppliers. Bureaucratic inertia can mean buyers prefer to stay with companies they know rather than trust an untried newcomer.

How to do it is explained by the Small Firms Service, the Department of Employment's

advisory organisation. Once a company has identified the purchasing department it feels is most likely to need its products it should write, describing what it has to offer in non-technical language. The company's normal trade brochures should also be sent.

The company should describe the full product range so that its application can be sent to as wide a range of buyers as possible. The initial application should indicate the company's track record in selling to large companies or nationalised industries.

Once the company has established that there is likely to be a demand for its products it should apply for acceptance on the list of approved contractors. It will have to fill in a questionnaire and may have to allow inspectors onto its premises. The aim is to find out

whether the company is properly organised and financially sound. It will have to show it has the proper quality assurance systems in place.

These quality standards can represent an important barrier to the smaller company seeking to do business with a public buying organisation. The MoD, for example, expects direct contractors to comply with a NATO standard of quality assurance while sub-contractors will usually have to meet British Standard 5700, the most widespread UK quality assurance measure.

Fortunately for the smaller company, orders worth less than £10,000 are usually exempt from normal approval procedures, so a company can test the water without incurring the expense of meeting formal quality standards.

But even acceptance on an approved list does not mean a firm will actually be invited to tender in the near future. Lists are graded into different types of work for which different firms are suitable. A lengthy list may mean a long wait until any one

company's turn comes up. Lists are also reviewed from time to time and companies which regularly fail to respond or are always unsuccessful may be dropped.

If a company is turned down it should consider whether it has given enough information about itself and whether it has approached the right departments. "Within sensible limits a degree of persistence may be worthwhile in establishing you as a serious applicant," the Small Firms Service notes.

If a company gets onto a list of approved contractors but is unsuccessful in its tender it is usually justified in asking why it failed. Government departments are increasingly willing to explain what went wrong. "We recognise the value of constructive debriefing," says the MoD.

An important advantage in supplying government departments is that bills are usually paid promptly. The MoD, for example, promises to pay its monthly bills within seven days of the agreed date - a speed few private purchasers are ready to match.

Charles Batchelor

Marketing

Help with spreading their wings

"WE HAD not given much thought to marketing," says Gill Stiff. "When you are starting a business, most of your time and energy goes into getting the show on the road." In her case, the show was the Tropical Butterfly Garden, at Cleethorpes in South Humberside, which she runs with her entomologist husband, Keith, and two friends, Ralph and Liz Fitchett, whose bobby had been breeding spiders until they discovered butterflies.

With help from the Department of Trade and Industry and Cleethorpes borough council, the quartet opened the garden as a tourist and educational attraction in April last year. They have around 40 different species of butterflies and, depending on the weather and time of the year, hundreds can be seen in flight.

"It quickly became clear after opening the garden," says Gill Stiff, "that we had to get our marketing act together. We realised that we had to extend our appeal beyond local schools. We had to draw people in from whatever distance they were prepared to travel at weekends.

"We had to identify our market, in fact. Who were the people coming in? How far had they

come? What time of year were they coming? On which days of the week? How much were they prepared to spend?"

Observation gave them some answers. Elderly visitors clearly preferred mid-week visits when children were at school. A questionnaire, drawn up with help from Humberside County Council, provided them with some feedback from customers.

But they turned to the DTI for help in putting together a comprehensive marketing strategy. Through the DTI scheme, a Grimby consultancy, Craven-glow Marketing, was given the job of sorting out the problems and giving new direction to the business.

Since then, two of the business partners have attended further marketing courses, organised locally under the auspices of the Manpower Services Commission. "So far everything seems to be working out," says Gill Stiff. "We now have a much clearer idea of who our customers should be and can direct our advertising to them.

"None of us knew anything about marketing when we started. The professional help has been invaluable."

An equally enthusiastic endorsement of the DTI scheme comes from the opposite corner of England, from Bristol Brandy, a company set up by chairman, Charles Reid, and managing director, John Barrett, under a Business Expansion Scheme in early 1986.

The company handles different brands of spirits from most European countries but its main speciality is importing newly-distilled brandy from Rives of France, to be matured in the right, damp conditions over 15-20 years and then bottled and sold as a fine, pale, vintage cognac.

The company also benefited from Davies's personal contacts, in other businesses and, nearly a year later, still consults him from time to time as problems arise. "We all regard him as a sort of family counsellor," says Hammond.

Butterflies and brandy - two very different business activities but both beneficiaries of the specialist marketing advice that is available under the DTI's Enterprise Initiative.

This offers a self-help package that covers business planning, financial and manufacturing systems, design and quality control as well as marketing.

The usual procedure now is that, after first contact through one of the DTI's regional offices - recently increased from 7 to 34

out opportunities."

Out of the marketing strategy that Davies helped put together came a drive for new export markets. Invaluable support then came from the British Overseas Trade Board and the Central Office of Information. Bristol Brandy was already exporting to the US and Canada. It now supplies customers all over Europe - not least in France, the home of cognac.

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in England - an enterprise counsellor will spend up to two days with a company to carry out a business review.

He or she will recommend which of the scheme's consultancy initiatives can best help. In the case of marketing, a consultant - substantially qualified and experienced - will be chosen by the Institute of Marketing and its "sub-contractors", the business schools at Strathclyde, Salford, Warwick and Cranfield.

DTI pays half the cost of between 5 and 15 man-days of consultancy. In assisted areas and urban programme areas, it pays two-thirds. "What we have sought to do," says a DTI official, "is to take the pain out of getting good outside expert advice into a company as and when it is needed in critical areas of management."

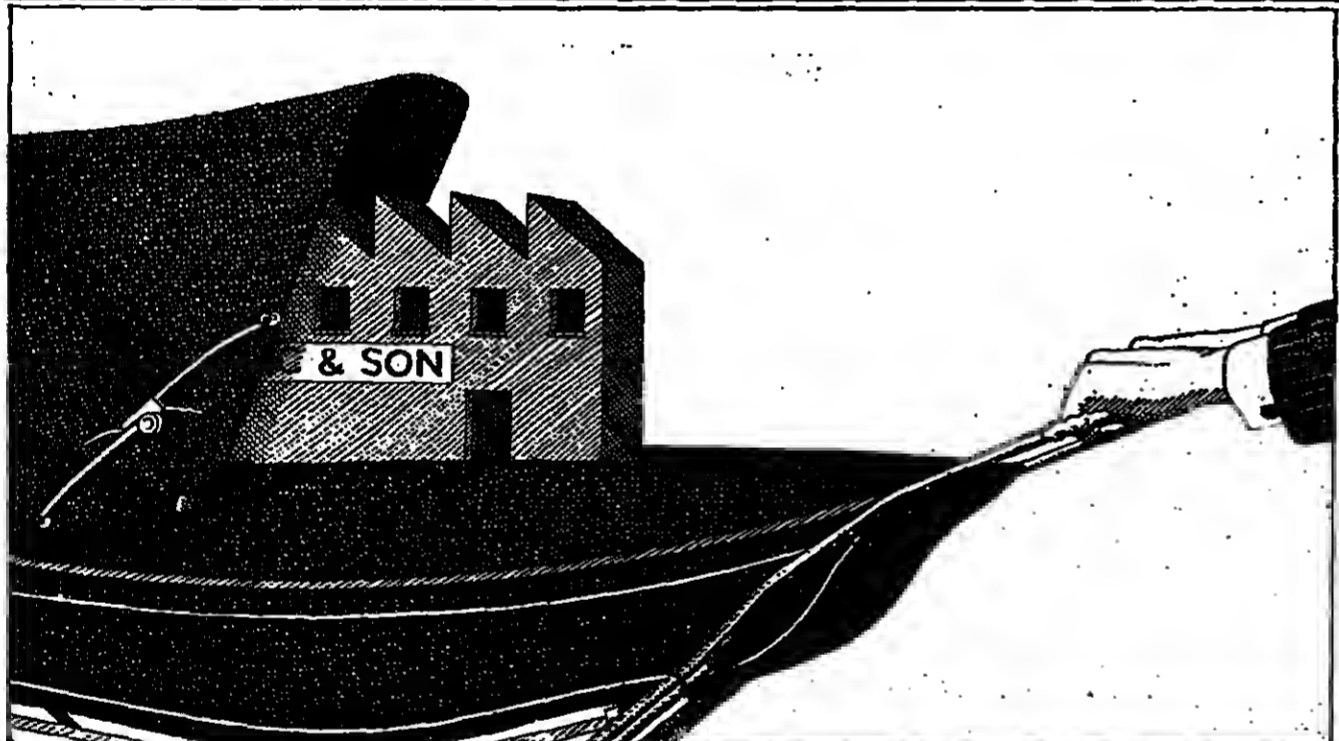
With a £74m budget for this year, the DTI aims to fund 1,000 consultancies a month. Over the next three years, its aim is to reach into at least 20 per cent of the country's manufacturing sector.

Since Lord Young launched the revamped scheme in January, applications have been pouring in at the rate of more than 70 a day. Two-thirds of the applications come from businesses with less than 25 employees; half of the applicants are seeking marketing help and advice.

"There is now a quite sharper rate of take-up in Scotland, the



From left: Keith and Gill Stiff; Ralph and Liz Fitchett



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Co-operatives

Marketing the way forward

IT IS not just the "wholefood and sandals" image that has prevented co-ops from accounting for around 2,000 out of about 1.7m small businesses in the UK.

A recent Open University report pointed to a shortage of business skills and experience; the difficulties of obtaining finance; and limited appeal to many entrepreneurs, put off because co-ops entail having "to share both the rewards and control of the enterprise".

Mr George Jones, director of the Co-operative Development Agency (CDA), a quango set up under the 1976 Industrial Common Ownership Act, traces setbacks to the last century when some co-ops were taken over and converted or asset stripped. "The Benn co-ops didn't help either," he adds, referring to the failure in the 1970s of the Scottish Daily News, Kirkby Manufacturing and Engineering, and Meriden.

The Scottish Daily News was started as a co-operative venture from scratch, and was arguably the most spectacular failure of the three; KME and Meriden were rescue attempts of conventional companies.

A study commissioned by the London Enterprise Agency and National Westminster Bank came to much the same conclusions in the Open University report: "Britain has not shown the same enthusiasm for co-operatives as some other European countries. The co-operative movement in Britain has lacked the political commitment from the Government, the banks and other institutions. Legal and financial support for co-operatives is not as formalised or as favourable as in Britain as it is elsewhere."

Perhaps surprisingly, however, the Thatcher Government has been moderately supportive of the co-operative principle. There have been ambitious plans to replicate on Teesside the famed Mondragon co-operatives of the Basque region - a £200,000 grant for this project has been made available for a second experimental year.

Progress has been made, too, on new financial structures that should enable co-operatives to benefit from the Business Expansion Scheme. (This will go some way to dealing with what has

been a major stumbling block up until now - the difficulty of reconciling the need for external finance with the necessity to preserve total control by members.)

There has even been a co-operative share issue in the past year to build up a venture capital-type fund to finance new co-operative businesses. The issue was launched by Industrial Common Ownership Finance, the financial arm of the Industrial Common Ownership Movement, the longest-established national co-op support agency and membership organisation.

Mr Jones, while endorsing about the basis of worker co-operatives - "the three D's: dignity, democracy, dividend for the worker" - accepts that growth in other forms of co-operation is likely to be faster. One particularly promising development, already well-developed in France, Italy and in the UK agricultural sector, is the marketing co-operative.

Marketing is the weak spot in the operation of many conventional as well as co-operative small businesses. The idea behind the marketing co-op is that promotion and advertising - time-consuming, expensive and often neglected - can be more effectively organised if businesses get together in marketing groups.

A separate company is set up (registered either as an industrial and provident society, or incorporated as a company limited by guarantee) solely to act as agent for the member businesses. The directors of the company are drawn from each business and fundamental to the concept - it is one business, one vote.

Member businesses may already be known to each other; they may be working in different parts of the same industry; or they may even be competitors.

There were early worries that agreements between such businesses could come unstuck when scrutinised under the 1976 Restrictive Trade Practices Act. In practice it is unlikely that many marketing co-operatives, with proper advice, would fall foul of the Office of Fair Trading. There are even some indications that bona fide marketing co-ops could become exempted in the

near future, as agricultural co-ops already are.

The Co-operative Development Agency has been given a modest government grant to promote marketing co-ops. Legal structures have been worked out, there are model agreements, and "hand holding" for groups getting off the ground is a key feature.

Mr Derek Oakley, one of the CDA staff working on the project, has a horticultural marketing background. His interest is "entirely practical, rather than ideological," and he is anxious to see conventional businesses, particularly those with exporting ambitions, taking advantage of joint marketing.

One of his problems, however, is the dearth of successful up-and-running marketing co-operatives to point to. There are currently around 60 "probables" in the pipeline, but the majority of existing groups seem to be of the small craft kind. These are interesting in their own right, but there is not a great deal "to set the entrepreneurial pulse racing," observes Mr Oakley.

The Intelligent Building Group (IBG) could be the first real breakthrough: the group includes some impressive construction industry and computing names, as well as small, lesser known, businesses. All are involved, in one way or another, with the concept of the "intelligent" building, in which communications are planned from the start. Flexibility is built in so that new developments in technology can be incorporated.

The dozen individual members include representatives from the computers and telecommunications wing of PA Consulting Group; quantity surveyors Northcroft, Neighbour and Nicholson; civil and structural engineers Brian Moorehead and Partners; system planners Ideas for Industry; and Duffy Eley Giffone Worthington, space planners and architects.

No one company could itself design as well as construct buildings in this area of fast-moving technology without drawing in other specialists. By getting together, IBG argues that the client, as well as the member businesses, benefit from simplicity,

also indicates that British business is on the move again, that it has got its costs and production into pretty good shape, and is now eager to get into the market place."

Philip Rawstone

economy and an integrated approach. "I can say to the client, 'I don't do that, but I know a man who does and I trust him'." says IBG chairman Mr Paul Robathan. His own company, Infact, specialises in information services and dealing room design and installation.

The group has been meeting for about 18 months, swapping intelligence and leads, but recently decided that it needed a legal structure, rather than to continue as a loose consortium. With advice from the Co-operative Development Agency, a marketing co-op will probably be formed. Money will be raised from member companies (probably an initial £500 each) to provide a central point of information and fund promotion work. The hope is that, eventually, IBG will lend its own major contracts.

Meanwhile, IBG member Mr Keith Townsend can already point to more modest achievements through collaboration. He particularly values being able to learn about other group members' skills. Mr Townsend's company, Townsend Byder, has recently finished working with other IBG members on an operations room for the Isle of Man police. Currently on the drawing board are designs for Thames Water pumping station control rooms. What is lacking from these projects could equally be applied by other IBG members to the design of dealing rooms, for example.

IBG is unusual because the group had been meeting for some time before the idea of a co-operative marketing structure came up. More difficult for the Co-operative Development Agency is to help to establish small businesses.

Mr Oakley cites the example of a company "buried in Dorset, making very high tech measuring instruments for the atomic energy industry. They want to sell abroad but haven't got the time. If they could get together with other back room high tech businesses they would be able to employ someone to do the marketing.

Co-operative Development Agency, Broadmead House, 21 Fenton Street, London SW1Y 4DR. Tel: 01-839 3988.

Diane Summers

SMALL BUSINESSES 9

A guide to government-backed and approved schemes

Training aims to change the working culture

ARE entrepreneurs born or made? Motivation, drive and a keenness to support oneself have always been seen as prime requirements for small business success but, given the right training, many more people are proving capable of competing alongside the "naturals".

The right training also helps reduce failure rates among all types of small businesses by equipping owner-managers with better skills. This is important because one-third of new jobs is generated in businesses employing fewer than 20 people.

Small wonder then that here is an area where the Government does not leave things to market forces by relying solely on the "born entrepreneurs" to carry national policy. Its Training for Enterprise (TFE) programmes aim to equip potential and existing small business operators with the skills to launch, manage and develop their businesses.

Britain lags behind competing industrial nations in this sort of training. The Manpower Services Commission (MSC) - shortly to be renamed the Training Commission - is working hard to

close the gap and will re-launch its training strategy in September to simplify the wide range of available schemes.

However, the principle behind TFE will remain: if attitudes towards training, personal enterprise and employment can be changed, then there is a greater chance of changing the predominant, dependent pattern of most British working culture.

This has developed over generations because most people regard themselves as employees rather than as entrepreneurs and employers. The old, non-enterprise culture is strongest in depressed areas with the narrowest economic bases and the smallest proportions of small businesses to big ones.

There is therefore likely to be plenty of training available - and at no or low cost to the small business - for the foreseeable future. Increasingly, more courses are being run in evenings or at weekends, recognising that most people cannot afford to take time off in the day or during the normal working week.

There is also a trend to "open" learning, where the learning process is by self-education through manuals, videotapes and tutored projects. However, the bulk of provision is through "training providers", such as universities, polytechnics, further education

colleges and institutes, enterprise agencies, chambers of commerce and private consultants.

Many of these run various Government-backed and approved schemes such as those outlined here.

● **Start-up programmes** teach basic management and business skills, as well as where to go for help or advice from Government, local authorities, enterprise agencies, private sector consultants or small business clubs. About 70 per cent of participants start up a business and their failure rate of 10 per cent in three years is much better than the national average of 36 per cent. Some courses have eligibility conditions but the basic qualification is to have an idea that can be developed into a business. The MSC bears the full cost of training and may offer income support.

● **Seminars** on subjects such as financial control, taxation, marketing and so on are aimed at existing businesses to help them improve performance and expand.

● **New Enterprise Programmes (NEP)** are for ventures with the potential to employ 12 people after two years, with the prospect of more growth to come. They are offered by four leading business schools. Four weeks of full-time training in business

strategy is followed by a 12-week launch period with expert support from the school and market research help from the MSC. A part-time version is also available called Firmstart spread over six months. Graduate Enterprise Programmes are also a modified version of NEP, offered at 10 centres, and aimed at graduates from any discipline wanting to go into self-employment. The four weeks of training are supplemented by six months of counselling or further tuition.

● **Business Enterprise Programmes (Bep)** are the most widespread form of training available, with 600 training providers. A Bep normally lasts seven days, the first being for familiarisation, with the chance to opt out if a participant decides self-employment is not what they want after all. The remaining six days come in three blocks which can be completed over five weeks. There is also a Bep programme for graduates which offers a three-week full-time course followed by three months of counselling. There are other Bep variations for young adults or involving open learning. A Mini-Bep variant of two days training separated by a week's homework is being tried out in some regions and may form the basis of training for people joining the Enterprise Allowance Scheme in the future.

● **Management Extension Programmes** place unemployed executives in small businesses to work on projects expected to achieve growth. The executives receive three weeks of full-time training in special techniques of small business management, and then do a 12-week stint with a small business. This improves employment prospects of formerly big-company executives - about 70 per cent find jobs soon afterwards, many with their host firms. The Graduate Gateway Programme is a variant of this, aimed at introducing graduates to small businesses.

Private Enterprise Programmes (PEP) are a series of 13 training modules, each covering management skills such as book-keeping, taxation, basic accounting, financial control, marketing, and so on. Each module has a workbook, which is worked through in a one-day seminar. Target trainees are owner-managers who need to consolidate or develop their management techniques, but the modules are equally relevant to people wanting to go beyond the basics of a Bep.

Advanced open learning materials are being developed under Government contract by Cranfield Business School and the Open University. These have yet to be thoroughly tried out but the



There is a trend to "open" learning through manuals and tapes

quality is expected to be high. Existing networks of training providers may be used to ensure easy access and support.

A new concept to be introduced in September by the MSC is that of the training agent who will be responsible for recruitment of trainees, counselling, assessment of specific training needs, and planning the appropriate training.

The agents will be part of a new drive to unify training provision for the young and long-term unemployed, with priority given to the under-26s and people out of work for more than two years. Those with the right aptitude will be channelled into the appropriate small business training programmes.

Jon Hamilton Fozzy

Enterprise

Breaking the barriers down

A SECOND-YEAR engineering student, working for a small engineering company during his summer vacation, completes a 40-page report on the market for a special valve his employer is planning to produce.

A chemistry student, carrying out a similar vacation secondment with a small pie-making business, solves a problem the company has had with keeping its equipment clean. She then works on a project to find the ideal thickness for the pie crusts. For good measure, the same student advises the company's owner on the training needs of her staff and negotiates a £10,000 grant from the Manpower Services Commission to carry out the work.

Another chemistry student joins a small manufacturing company which is moving premises. Again, working in his summer vac, the student devises a more logical layout for the company's production line in the new factory to replace the outmoded system previously in use.

Students have been far more likely to join a large company involved in the 'milkround'

These were the stories of just three of the 110 students who took part last year in a programme designed to give science, engineering and business studies undergraduates experience of working in a small company.

The project, funded by Shell UK and the government, and known as the Shell Technology Enterprise Programme (STEP), is just one of a number of initiatives to have been launched in recent years to give undergraduates and even schoolchildren a taste for enterprise.

Serious attempts are being made to break down the barriers between the business and academic worlds. In the past, when students have contemplated a career in business, they have been far more likely to join a large company involved in the recruiting "milkround" than to consider self-employment or work with a small firm.

University and college careers advisers often dismiss the smaller company, which usually has no formal career structure or obvious prospects of advancement, and steer their charges towards the relative security of the large concern.

Yet the qualities graduates can bring to a job - including the ability to use external sources of information and skills in dealing with others - can be invaluable to the small company.

Employing graduates can be an eye-opener for the small business owner. Most have not considered taking on a graduate; would not know how to go about selecting somebody even if they wanted to; and regard graduates as possessing theoretical skills unsuited to the practical business world.

The STEP programme started with just 20 students in 1985 but expects to take up to 150 this year. The initial requirement that the students come from the technical disciplines has been relaxed and arts undergraduates may now also take part.

While this programme appears similar to the traditional sandwich course, in practice it is very different. A sandwich course placement is intended to turn out a better engineer, accountant or manager, explains Mr David Mullen from Durham University Business School, which has worked closely with Shell on the programme.

By contrast, participation in the STEP programme is expected to make the individual more enterprising, give him or her the confidence to take decisions, change things and use initiative.

The sandwich course student would be closely supervised; work within his or her own field of study and would usually be placed with a large company. STEP participants would be expected to use common sense and knowledge in unfamiliar areas; would be given lots of freedom and would work with a small company, Mr Mullen says.

Similar in some ways to the STEP initiative is the Graduate

Gateway Programme, which takes graduates, often with degrees in subjects less popular with large companies and usually unemployed, and gives them up to 17 weeks with a small company. Many of them stay on full-time.

A third scheme, the Graduate Enterprise Programme, launched in Scotland in 1983, but now provided by a number of colleges throughout the UK, gives graduates an intensive course of training in how to set up in business. Some participants start with an idea they want to develop while others have no fixed plans.

This programme, which catered for 150 graduates in 1987, has been reshaped this year by the Manpower Services Commission. Previously, graduates received six weeks full-time business school teaching interspersed with periods for carrying-out market research and raising funding.

Under the changes proposed by the MSC, the numbers of graduates will increase at least three-fold but the training programme, support for graduates, during training, and the market research budget are being cut-back. This move is seen by many of the colleges as reducing the quality of the training provided in order to boost the numbers passing through.

Alongside these programmes are informal networks of colleges and entrepreneurs. In starting, for example, Ace (UK), an offshoot of the American Association of Collegiate Entrepreneurs, has established links with many British colleges since it was established in 1985. It is now planning to launch a Young Entrepreneurs' Network to bring together entrepreneurs aged up to 30 years and including those who have not been through higher education.

In the US, Ace's annual conventions draw several hundred undergraduates, graduates, professors and young entrepreneurs to three days of seminars, a trade show and an Academy Awards-style ceremony to nominate America's Top 100 young entrepreneurs.

Britain has some way to go to match the achievements and the razzamatazz of college enterprise in the US. While 2 per cent of US graduates start their own business, in the UK the figure is just one third of 1 per cent.

Many children have set up businesses

But neither Britain nor the US wait until a young person reaches university to start presenting the notion of enterprise. In the UK, Young Enterprise, a privately-funded educational charity which also has government backing, has been encouraging school children to run their own businesses for the past 25 years.

In recent years more than 20,000 15-to-19-year olds have set up and run more than 1,000 companies each year. Young Enterprise companies usually consist of between 20 and 30 young people who raise capital by selling shares to family and friends. They make real products, sell them where they can and distribute any profits when the company is wound up at the end of the school year.

Young Enterprise has been criticised for focusing narrowly on business and also for using a big company model for the businesses it sets up. Small businesses rarely issue shares or have as many "managers" as Young Enterprise companies, this argument goes.

The idea of making Britain's schoolchildren more enterprising also forms a key part of the Technical and Vocational Education Initiative, which aims to make learning a more active, practical experience. This programme is not restricted to business - enterprise can also be shown in community projects and adventure training - but it has led to children in many schools setting up their own small businesses. Pilot projects have been carried out in about 100 areas in recent years and the scheme is being extended across the country.

Charles Batchelor

"If you work for yourself, they'll work for nothing."



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SMALL BUSINESSES 10

Ian Hamilton Fazey looks at the public sector advice available

Initiative should make help more accessible

THE YEAR'S most important development in public sector help for small businesses has been the Enterprise Initiative of the Department of Trade and Industry.

There has been some criticism of the initiative because it has abolished automatic regional development grants, while keeping selective, discretionary aid in the UK's assisted areas, but the DTI says that the aim is stop aid going to big companies which do not need it.

Instead, help is to be targeted. This looks like being very useful for established smaller businesses which want to grow or for less secure ones which need to improve their management techniques or stabilise themselves.

The way in is simply to ask the DTI, using one of the offices it has set up in a network throughout Britain. The address of the nearest can be obtained by telephoning any DTI regional centre.

Help comes initially in the shape of two days' free consultancy. This is a diagnostic exercise, pinpointing what a business needs by way of advice. The DTI will then meet up to two-thirds of the cost of employing external consultants skilled in particular techniques.

Marketing, design, quality, advanced manufacturing, business planning and financial and information consultancy schemes are available.

The simple way in which the enterprise initiative is supposed to work may help overcome the main problem

about public sector help and advice for small business: it is not so much that there is not enough of it, but that it is fragmented and tucked away in what at first appears to be a bureaucratic maze.

Help is available for start-up; expansion; innovation; acquiring computer skills; marketing; exporting; reclaiming land; obtaining technical advice; consultancy; improving energy efficiency; training; and very many other specific business needs.

There are several broad principles to bear in mind when trying to understand the maze and how to get through it, and a number of useful organisations.

ASK SOMEONE THE WAY

The Government's Small Firms Service (SFS) or most enterprise agencies are prime sources of independent guidance about what is available and whether an individual or business qualifies.

The Small Firms Service offers advice and counselling for owners and managers of businesses employing up to 200 people, or people thinking of starting up. It is complementary to enterprise agencies, which may well recommend SFS help.

The SFS operates through 13 Small Firms Centres and more than 100 area counselling offices. Counsellors are usually highly experienced professionals. A comprehensive range of material is available gratis, covering such subjects as employment law;

bookkeeping; management accounts; marketing; exporting; selling to big business; starting your own business; and tendering for Government contracts.

The first three SFS counselling sessions are free, followed by a charge of £30 per session for the next six. The SFS is operated by the Department of Employment in England, and the Scottish and Welsh Development Agencies over the respective borders. Contact is by dialling 100 and asking for Freefone Enterprise, but be prepared for a wait - most offices are dealing with record levels of inquiries.

However, any business can do much to help itself by getting hold of one or more publications cataloguing sources of aid. There are several on the market, usually published by firms of accountants, consultants or the clearing banks at nominal prices.

A new one worth looking at is Binder Hamlyn's "Government Help for Your Business", which is to be updated twice-yearly.

It divides up the maze into easily digestible sections, such as training and employment, general investment and development, advisory schemes, research and development, exporting and tourism. Non-clients of the practice can get copies at £5 each from Binder Hamlyn Regional Development, Swindon SN1 5JA.

LOCATION

Many forms of financial aid are only

available in assisted areas, defined generally by the extent to which their unemployment rates exceed the national average. Special help on innovation is available for small businesses, for example, so choosing where to locate, or expand, may be crucial to qualifying for aid. Full details are obtainable from the DTI.

The right location can also provide a source of cheap money from BSC Industry or British Coal Enterprise, which have substantial funds to give or lend to businesses creating jobs in steel or coal closure areas. Any business qualifies - it does not have to be set up by redundant miners or steelworkers.

The same principles will apply in West Cumbria, where British Nuclear Fuels has set a £10m fund to help restructure the local economy for when building work slows down at Sellafield in the 1990s.

LOCAL AUTHORITIES

Many have discretionary schemes covering such things as rent or rates relief; low-cost mortgages; short-term loans; land purchase subsidies; and employment grants. Usually schemes are linked to job-creation or saving jobs and applicants have to demonstrate that without the help involved a project would not proceed in terms of size, location or timescale. Details are best obtained from a local council's industrial development officer or planning department.

DEVELOPMENT AGENCIES

Wales and Scotland each have a development agency, based respectively in Cardiff and Glasgow and will send details of assistance they can offer on application. In Northern Ireland there is an Industrial Development Board and a specialised, highly effective, small business agency called the Local Enterprise Development Unit. Both are based in Belfast.

REGIONAL AGENCIES

A quasi-development agency has been formed for the North-East and Cumbria, called the Northern Development Company (NDC), in Newcastle upon Tyne. This is a partnership of public sector and private sector interests. It is developing a wide range of aid for businesses in the region, including organised briefings from buyers on bidding for offshore work, international aerospace contracts and other projects so large that most smaller businesses are usually put off.

Other agencies worth approaching are the Greater Manchester Economic Development Corporation and Lancashire Enterprises Limited, the latter based at Preston. Each is a sort of hybrid development/enterprise agency/board. The enterprise boards of Yorkshire Enterprise Board in Leeds and those for the West Midlands in Birmingham and Merseyside in Liverpool can also help.

ENGLISH ESTATES

This is the Government's property building and marketing agency. It builds mostly advance factories, usually for local authorities or Government agencies, but will also design and build bespoke ones, as well as taking part in some office development.

Its policy is changing as the economy picks up. It will leave all but the most difficult areas to the private sector, except when building a bespoke factory. This is contributing to a factory shortage in some areas which is likely to persist until private developers can take up the slack.

RURAL DEVELOPMENT COMMISSION

The Council for Small Industries in Rural Areas, which functions as a one-stop shop for anyone employing fewer than 20 in an area with under 10,000 inhabitants, goes under this title from this month, as does the Development Commission, of which CoSIRA was the small business arm.

Functions are now combined - the commission was responsible for advance factories, usually built by English Estates, while CoSIRA provided business advice, consultancy and training - so there should be better one-stop shopping. There are loans and grants for buildings, plant and equipment. A network of offices

is organised mainly on a shire county basis.

URBAN DEVELOPMENT CORPORATIONS

The success of the London and Merseyside originals has seen others designated for Greater Manchester, the Black Country, Tyneside, Tyne-side, Sheffield and Cardiff. There are also "mini-UDCs" - with smaller budgets and smaller areas - in some inner cities.

Small businesses can benefit by bidding for work from the UDCs themselves (particularly professional consultancy during the early years of land reclamation and building) and then through the availability of often low-cost, well-managed and secure workspace, or through the opportunity to set up in up-market retail developments such as Liverpool's Albert Dock village.

ENTERPRISE ZONES

There are 26 in Britain, each with a 10-year holiday (from their date of designation) on local authority (though not water) rates and the freedom to relax or accelerate some planning and administrative controls. Freedom from planning constraints may be a real boon, especially if the planning authority is a UDC and the zone is in its territory - the Isle of Dogs in London is one case of this and the Trafford Park UDC in Manchester is another.

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P R E S S F O R A C T I O N

● Case study/Norfrost



Norfrost on the production line

Profits from a lot of cold air

NORFROST IS arguably the unlikeliest business in Britain. What it is claimed is the biggest manufacturer of fridge freezers in Europe is located not on some industrial estate in the south of England, but literally within a few miles of John O'Groats, at the north-eastern tip of Caithness.

While many manufacturing companies in the Scottish Highlands concentrate on low volume, high value products to offset the high cost of transport - the nearest big population centres to Caithness are more than 200 miles away - Norfrost makes a profit manufacturing bulky products which, in transport terms, consist largely of boxes containing a lot of air. Furthermore, it operates in an industrial sector where profits have for years been scarce or non-existent.

The company was formed by Alex and Patricia Grant, a husband and wife team. From their determination to keep the business in their home town of Castle-town - in the fertile, lowland corner of Scotland's most northerly county - stemmed their tenacity in overcoming the disadvantages of distance. A manufacturing company that can thrive in Caithness ought to be able to take the other aspects of running a business in its stride.

The Grants used to run the local electrical store in Castle-town and were, as Mrs Grant says, on the receiving end of the complaints of disgruntled purchasers of fridge freezers, which tended to defrost or leak with disastrous effects. "We believe that we could do it better," she says.

That was in 1971, and the Grants encountered considerable scepticism as to whether such a business could be made to work successfully in such a remote place as Caithness. But they were able to obtain finance from the Highlands and Islands Development Board as well as bank loans, and the business began to develop, sustained by Mr Grant's skills in electronics and Mrs

Grant's self-taught flair for marketing.

Norfrost now employs 135 people. In the year to May 1987 it had sales of £7.8m on which it made profits of £1.5m. This year it expects turnover of about £10m, on which it expects to make pre-tax profits of £1.5m and there is an intention of seeking a quotation on the Unlisted Securities Market.

Its recently expanded 100,000 square foot factory makes about 150,000 fridge freezers a year and exports about half of them, to Europe, the US, and even to Japan, south-east Asia and the Gulf states. Last autumn it produced its millionth fridge freezer.

The Grants believe there is world market potential for up to 1m units a year and would like to have 20 per cent of that market.

Norfrost believes part of its success is due to the high quality of its products. It makes as many components as possible in-house. The company has a sophisticated machine shop which can carry out most repairs but it also carries several weeks' stock of freezer components. The workforce is stable and productive and the company has not lost a day's production for seven years. On top of that comes what is evidently an inspired approach to marketing.

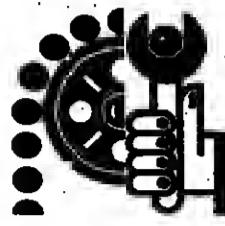
But to make a success of such a business in Caithness requires paying attention to logistic factors that would be unimaginable to most other companies. To solve the transport problem Norfrost has, in effect, entered the haulage business, investing in its own transport fleet of 10 Scania tractor units and 25 articulated tractors. The trucks are able to deliver fridge freezers to any part of Britain at a cost of only 22 each.

The clever part is that to make the run economic the fleet brings in not only the company's own raw material requirements but also picks up and delivers goods for other customers in this part of Scotland.

James Buxton

SECTION IV

FINANCIAL TIMES SURVEY

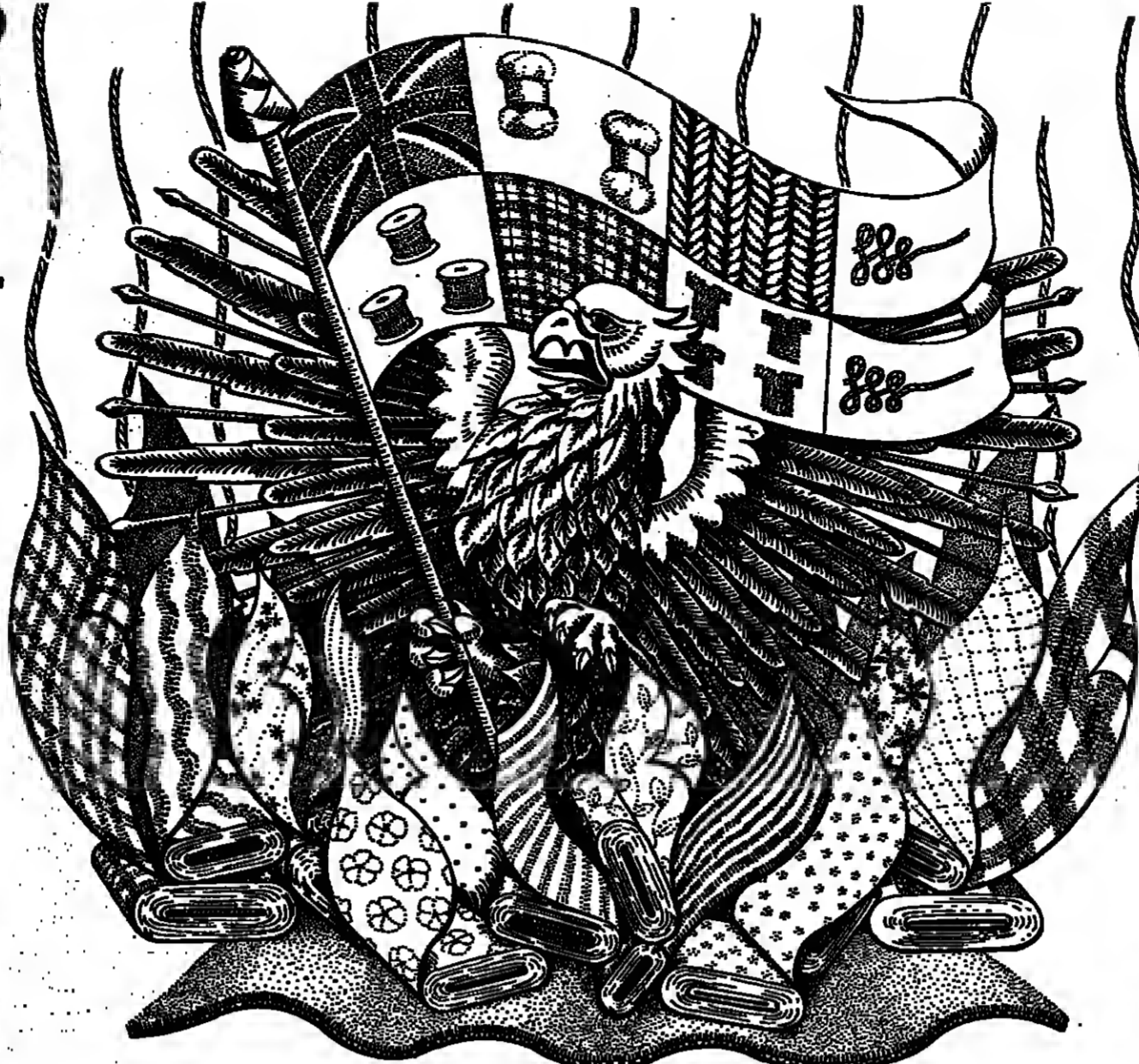


The late 1980s is a testing time as the industry contends with a rising pound, writes Alice Rawsthorn.

Restructuring has brought improved management, investment and productivity, but weaknesses remain, including plant that is often less modern than that of European rivals.

Recovery, not resurgence

TO MOST of the UK's textile manufacturers the 1980s has been a period of painful recovery from the dark days of the early part of the decade when the industry, like every other area of manufacturing, plunged into recession. By any objective measurement that recovery is now complete. The days of cuts and closures are over. The textile plants of today are equipped with more modern machinery and run by more progressive managers. Productivity and profitability have risen in response. It would be erroneous to talk about textiles as an industry in resurgence - most manufacturers are still less competitive than their West-German or Italian counterparts and very few have mastered the confidence to invest in new capacity. But it has undoubtedly hauled itself out of the doldrums to reach an equilibrium. However, in recent months economic events have cast a cloud over the industry's prospects. The chief cause of concern is currency. The combination of a rising pound and a declining US dollar threatens to increase the flow of imports and curb exports. This could not only destabilise the industry, but might also jeopardise the progress made so far in the decade. "There is no doubt that 1988 will be a difficult year for textiles," says Mr Martin Taylor, managing director of Courtaulds Textiles. "The restructuring so far has been carried out against a background of strong retail sales and a competitive currency. Retail sales are no longer so strong and currency is a problem. Moreover, most of the easy rationalisation has already taken place. The scope for improvement is now more limited. The next year or two will really test the success of the industry's restructuring."



TEXTILES

Some companies lurched into losses. Others were forced to close. Thousands of textile workers lost their jobs. In the darkest days, the year between 1980 and 1981, a mill closed almost every day. The industry of today is the product of the restructuring which followed. The tradition of regional specialisation has survived. Lancashire is still the centre for cotton, Yorkshire and the Scottish Borders for wool, the East Midlands for knitting and Northern Ireland for linen. Nevertheless, the corporate structure of the industry has changed dramatically. Some of the old forces remain. Courtaulds is still one of the most powerful players, as is Dawson International in knitwear, William Baird in clothing and Tootal in thread. However, the industry's weaknesses in the past have been enabled by new forces to emerge. Coats Viyella, Colclough and the John Crowther Group have all gathered momentum during the decade. Long-established names like Coats Patons, Nottingham Manufacturing, Property and Carpets International have disappeared. Crowther itself has succumbed to the same fate. It now faces a bid from Colclough.

The painful process of rationalisation did bring benefits. One of the most important was the weeding out of surplus capacity. The Yorkshire wool industry, for example, is still dominated by family firms, yet almost all are specialised and there is little direct competition between them. Similarly the larger groups have retreated from the most exposed areas. Mr Donald Parr, chairman of William Baird, cites shirts as an example. The level of import penetration is very high - about 70 per cent, he says, unlikely to increase further because the remaining manufacturers operate within niches where they have a competitive edge, such as quick response or "traditional English" design. The industry has also learned from its past mistakes. The calibre of management has improved markedly, and companies have invested in marketing and design. Similarly there is increased emphasis on training and even some improvement in the relatively poor pay and working conditions of the workforce. One of the most dramatic changes is the increase in investment in new machinery. "The rapid pace of technological change - with new systems like shuttleless weaving and open end,

CONTENTS

Table listing various industry news items and their page numbers, including 'Clothing industry: living with a strong pound', 'Scottish wool quality counts and so does design', and 'Courtaulds: new thrust adds profit strength to textiles'.

As a result UK manufacturers are less productive. Werner, the international management consultancy, recently conducted an exercise to gauge the output per man hour in the production of standard cotton yarn. Italy was rated at 100 and West Germany at 95. The UK registered just 68 alongside France, Spain and Portugal. And the industry is still vulnerable to sudden changes in demand. Knitwear manufacturers in the East Midlands are now suffering because of the trend away from heavy knitted wear towards tailored clothing and leisurewear. There are still sudden influxes of imports. The acrylic spinners of Yorkshire are blighted by short-time working, lay-offs and plant closure (by Lister) chiefly because of the influx of cheap yarn from Turkey. It is these weaknesses which have prevented the industry stemming the increase in imports in the 1980s. Labour costs for textiles in the UK are now among the lowest in Western Europe. Thus in theory the productivity improvements should make UK manufacturers more competitive in the international arena. Indeed, Mr David Alliance, chief executive of Coats, maintains that the high level of imports represents an opportunity, not an obstacle. Yet the level of import penetration has risen, rather than fallen. Last year, when the dollar declined, the influx of imports accelerated further rising by 13 per cent to \$2.5bn. Similarly the trading deficit worsened, from \$2.5bn to \$2.9bn during the year. Despite the influx, most of the sector has succeeded in maintaining production. The industry's output was stable in real terms, increasing by 4 per cent to \$12.4bn. The only areas of weakness were cotton and knitting. All the other sectors countered the increase in imports by benefiting from a buoyant home market and expanding exports. But this year the outlook is more ominous. The strengthening of sterling has made UK textiles even less competitive. So far the industry has been sheltered by the complex quotas negotiated under the Multi-Fibre Arrangement and by the fact that most orders were placed before the dollar began to fall. Mr David Buck, textiles analyst at the Barclays de Zoete & Ward securities firm, estimates that UK retailers will buy from domestic manufacturers for as long as the price differential between their goods and comparable imports is no higher than 20 per cent. The differential is now just under 30 per cent and is expected to rise as the year progresses. There are already signs that the multiple retailers are sourcing more overseas. Even Marks and Spencer plans to increase the proportion of imported clothing sold in its stores by a few percentage points. The growth of imports will again be restricted by quotas. But a surge of overseas goods is also damaging in that it depresses prices, thereby imposing pressure on profit margins. The growth of overseas competition is compounded by the uncertain prospects for consumer

DEVELOPMENTS AT COURTAULDS

Gossard gives Berlei's Gypsy a lift

The enthusiastic trade reaction to the resubmitted Gypsy range of lingerie in the past few months has provided the final proof of Courtaulds' successful renaissance of the long-established Berlei brand. Berlei was forced into receivership late in 1985, the victim of declining profitability, investment and, finally, poor quality. But the names and the Elbow Vale workable assets which Courtaulds recognised could fit neatly alongside its existing foundationwear business. Earlier that year Courtaulds had completed a strategic review of brand foundationwear company Gossard as part of the wider CIG 2000 study (feature, right). Gossard was faced with an almost static market in the UK, and in the international league, it was small in comparison with America's Playtex and Germany's Triumph brands. Gossard and Berlei together, provided they were maintained as separate businesses, could still achieve the synergy needed for success in the European marketplace, reassured John Hall, chief executive of these two companies. Courtaulds chairman Chris Hogg agreed: "I've backed you - if there are any problems, ring me up." Early in 1986, the Berlei business was moved to a new factory in the valley and the local MP Michael Foot, formally opened it. "We invited all the buyers down to impress upon them that we intended to stay in the business," says Hall. Hall, 45, along with his sales director Keith Aschough, had already reorganised the Gossard business, pulling it out of the frosty foundationwear market into the kind of fashion underwear pioneered by Janet Reger - but aimed at the upper middle market tier, catered for by good department stores and independent retailers. Redesigning the product range was one thing; tightening up the company's reflexes to keep pace with accelerating trends in the fashion world was quite another. Closer contact with customers and faster reading of product trends have allowed a quicker response from the production floor. Warehousing was reorganised to "respond overnight" claims Hall. The Gossard turnaround gave Hall's team vital background for putting Berlei back on its feet. Similar production and distribution methods have been installed - a subsidiary, Nowlands Engineering, sells some in-house production techniques to other manufacturers - and a tough new emphasis placed on quality standards. The wide functional Berlei range is being redesigned to suit international markets. The new Berlei Gypsy brand, for example, now includes a wider range of soft and wired bras, briefs, French knickers, slips etc. all with an element of lace fashion, but still clearly different from Gossard styles. There is still some way to go before the full Gossard and Berlei potentials are realised internationally - "It's not so much where we are, as where we're going," says Hall.



"Gypsy" by Gossard, one of the designs for summer/winter 1988/9

Bid for world lace leadership

The prospect of world leadership in an expanding \$500 million market beckons Courtaulds as it moves to coordinate three businesses it bought last year. The three are all lace manufacturers, an industry draped in tradition, but which since the early 1980s has come back into the forefront of fashion as lace is once more de rigueur in lingerie. "I feel more confident about the future," says John Heather, chief executive of Laces and Textiles, one of the three. He has been in the lace industry since 1948, and "always before, for every year, there was always a bid one following." One of the sources of his confidence is the new opportunities afforded by the link with another of the three, the French Desilles company based in Calais. David Little, chief executive responsible for all three companies (the third is Long Eaton Fabrics, in which he formerly held a 49% share), calls Desilles "one of the world leaders in lace design. The Desilles fleet, plus Laces and Textiles' production efficiency is a very powerful combination." Desilles, whose laces grace the bodies of many French women when living and sometimes their coffins when dead, operates on an international scale, with over half its sales exported to countries such as Japan and Italy and joint ventures in the US, Japan and Spain. Little foresees great benefits from the growing co-operation between Desilles and Laces and Textiles, and between other companies in Courtaulds Textiles. Heather is "starting to question whether our marketing can be done differently," with more detailed coverage of potential customers, and a better selection

ADVERTISEMENT

Fashion powers CAP's car fabrics

Nissan's new Pulsar medium saloon is the fourth Japanese model for which the industrial group is currently supplying upholstery fabrics, and the first for which it is the exclusive supplier. CAP or Courtaulds Automotive Products, has been selling its fabrics to the highly demanding Nissan in Japan for ten years, but now other Japanese and American manufacturers have twigged that CAP's mix of technical and fashion skills is a virtue of growing importance - and is boosting CAP's turnover by 30% to 40% a year. "The car firms are now riding the fashion tiger, and they can't get off," says Larry Westwood, CAP's enthusiastic chief executive and founder. He claims to run one of the best car fabric design houses in Europe - "and European design is the best in the world" - and every autumn his team takes a collection of some 600 patterns round all the major car firms. "That may sound a lot, but he points out that if there are 20 makers developing between two and five new models each, in three versions, some 240 different fabrics may be needed each year. Worldwide, the business is worth around £1 billion annually, and although the technology demands made for an automotive fabric specialist such as CAP must be large. Manufacturers are coming to rely on trim to help differentiate their models, and two years ago, CAP signed up fashion specialist Zandra Rhodes to add her fashion ideas to CAP's collections. This year, the new Rover 500 hatchback will incorporate a jacquard fabric for the first time, and the interior design possibilities. Other Rover models are expected to follow suit. Westwood, who freely admits that he is "utterly fascinated by a business which has always been a bit of a rogue in Courtaulds because it is really an automotive component company" calculates he has spent two out of the past ten years in Japan, made up of some 58 separate visits. He places great emphasis on servicing his customers, whom as a matter of policy he tells, that "we plan to see you three times a year - or on demand." It helps to see a check on product quality and consistency and "it makes a customer feel he's wanted." The high technological demands made on automotive fabrics warrant detailed performance checks. Westwood, originally a textile specialist at British Nylon Spinners, set up CAP for Courtaulds ten years ago to exploit his and his team's technical ideas for trilester fabrics, combining warp knitted and woven cloths with resins and foam layers. The aim is to combine strength and flexibility with a luxury or sporty feel. "The lane to stand up to Arctic and Sahara temperatures, ultra-violet light in the Alps or the Andes, the dog's claws and the salesman's business life. The colours have got to match the paintwork not just in daylight but in the showroom and in the sunset. And we don't want opinions about whether the fabrics meet the standards, we want hard facts because we're in engineering. Fortunately for CAP, the car manufacturers' priorities are, first, aesthetics, second, performance and only third, the price. "They're tough but fair," finds Westwood. For example, Nissan "always asks if you are making enough money at that price to develop new products. If you say yes, they ask you to demonstrate you're not making excess profits. If they are satisfied, they'll support you." But nothing stands still in the international car markets, whether in fashion or technology. Seats could soon be one-piece mouldings, for instance, combining fabric and supporting foam. Meanwhile, Westwood has just spent \$40,000 on a machine just to ensure the checks keep straight on his fabrics.

DEVELOPMENTS AT COURTAULDS

Courtaulds new thrust adds profit strength to textiles

MD Martin Taylor aims to balance central direction with local initiative in the 100-plus companies in his group, reports Tom Lester. The bright young design manager in one of the multitude of plants which make up Courtaulds' textiles group compares the present atmosphere to that of a few years ago: "You know people are staying in the company now, because you can see a future for it." What she states as the reason for the evident transformation in her group's mood is her group managing director. "In the recession, we neglected the personnel problem and a lot of people got very gloomy about the company. But now people feel proud of it." The MD concerned is Martin Taylor, a restless 35 year old who, only 6 years ago was a journalist on the Lex column of the Financial Times. Widely respected in Courtaulds, he would be the last person to claim complexity and confusion overseas when a company sets out to become more flexible and responsive to customer demands. Small orders, short delivery times, tight inventories can be met - and premium prices obtained as a result - if complexity can be managed, it was concluded. Now, business school professors discuss strategic issues with potential chief executives of the component businesses, and some managers are sent each year for a two week course at Clemson University in North Carolina, with the more general aim of raising Midlands textile managers' standards and awareness of what international competition is up to. The assets employed seven or eight years ago to turn out semi-commodity merchandise have either been sold or are being sold, he claims, and the priority placed on higher value-added goods, fast and responsive service and quality. But simply ordaining such a policy at the centre does not ensure action at the periphery. For five years now, a system of responsibility auditing by a centrally-based team has been helping individual companies raise their standards to the best international levels. According to John Billing, the director of management services who heads the team, "productivity improvements of 50% are not unusual, and some have been nearly 100%." The audited company first fills in a tough questionnaire about "how they do things", and then the team spends several days with the local management comparing their systems and performance to group and industry standards, aiming to achieve a knowledge transfer "from the best to the rest." However, results cannot be achieved overnight. The programme at Courtaulds Jersey, for example, has been running for 3 years, and the results so far are sales per employee of 292,000 - excellent for the Jersey industry. Modern wet-knitting machines are run for 120 hours a week producing mainly cotton jersey for leisure wear. The present business was modelled out of a number of units, and chief executive John Stevenson now claims to produce about 15% of the valuable "fleece" sector of this market. That puts him among the leaders in an expanding if fragmented market. His turnover of £16 million has risen 27% in the last two years, the result, he says, of forecasting the trend, and concentrating on "being really good at 100% cotton jersey." His own department at the Leek, Staffordshire plant is of tremendous strategic importance, and means we can respond to a colour change in a matter of days." At the other factories in the group, Stevenson and his team have concentrated also on raising quality and the standard of service to customers - as Marks & Spencer takes nearly half his output, you would expect him to be expert in that regard. Careful training of the workforce and keeping them involved through regular briefings and "corrective action teams" which study particular problems have produced dramatic results: against an M&S standard of 30 more than one fault in 10 metres of cloth, Stevenson expects one in 25 metres. Billing's concern is to raise more of the textile group's operations to the Leek plant's high standards, but, of course, productivity and quality by themselves are not enough. In fact, when the textile group was put together in April 1985, a major strategy review was begun for each of its nine business divisions. Called portentously CIG 2000, the review had to take account of the fact that no overall market growth was expected in textiles in Western Europe, and that prices in real terms were falling at around 2% a year. Add to those factors the continuing pressure from competitors in



Martin Taylor, managing director of Courtaulds Textiles

A collection of brand logos including Courtaulds Clothing Brands, Gossard, Y-Front, Berlei, Jockey, Dunlop, Kayser, Glensana, and Brestles. The John Hampden Press Carlton logo is also present.

Tom Lester is a freelance journalist specialising in business and finance.

UK clothing industry

Living with a strong pound and a forceful customer

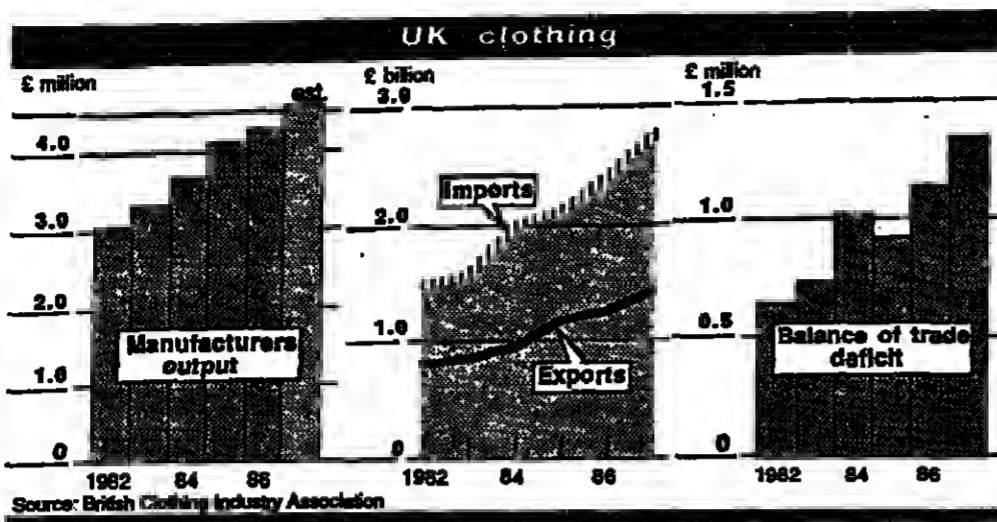
FOR MONTHS the British clothing industry has watched the rise of the pound and the fall of the dollar on the foreign exchange markets with a sinking heart.

A strong pound makes the task of selling British clothing overseas much more difficult. And a weak dollar threatens to unleash a flood of imports from low cost producers with related currencies in the Far East.

So far the industry has emerged unscathed. The flow of imports rose steadily throughout 1987. But so did exports. Moreover the clothing companies were sheltered by the complex web of quotas created by the Multi-Fibre Arrangement.

As a result, the industry succeeded in sustaining output at \$4.5bn last year. Similarly employment, which has been stable at around 225,000 for several years, was maintained. So far Britain's clothing manufacturers have been spared the emergency cutbacks now afflicting their counterparts in the shoe industry, which has borne the full brunt of imports.

"The exchange rate is a serious problem for us," says Mr Donald Parr, chairman of William Baird, one of the largest clothing manufacturers. "At the moment the



bulk of the industry is still busy, but there is no doubt that 1988 will be a difficult year.

Clothing is one of the largest and most diverse areas of British manufacturing. At one extreme are the subsidiaries of the giant textile groups like Courtaulds and Coats Viyella, and at the other, the sweatshops of the impoverished inner cities.

The "established" industry is dominated by a single force. Marks and Spencer, or "Baker Street" as it is called in reference to the address of its London headquarters, has been the clothing industry's biggest customer for decades.

M and S's requirements - high volume, standardised production

runs with scrupulous quality control - dictate the structure of the larger companies. Many have nurtured a long relationship with it over many years. Some of the smaller suppliers, like S.B. Gent and Corah, are almost solely concerned with M and S. Others like Courtaulds, Coats, Alexon, Baird and Tootal supply it from dedicated production plants.

The relationship between M and S and its suppliers hinges on mutual dependence. Each supplier receives a commitment for a specific volume of clothing, with the chance of additional orders as the season progresses. As a *quid pro quo*, M and S is assured access to the quantity and quality of clothing it requires to fill its enormous retail empire.

The only obvious problem is that the industry is so very reliant on a single supplier. Some critics claim that the existence of one enormous customer has "stultified" the clothing sector, by removing the incentive for manufacturers to drum up business in other areas. Moreover, when M and S runs into problems - as it did with women's outerwear last year - it hodes ill for the whole clothing industry.

But, by and large, the relationship works well. In the dark days of the early 1980s, when many other retailers looked overseas for a lifeline, M and S's loyalty was the industry's salvation. Today it buys a quarter of all the clothing made in Britain.

Much of the rest of the industry is polarised between the high quality branded manufacturers and the complex network of con-

tract manufacturers and "middlemen," or wholesalers, which dominate mass market clothing production.

The £1.4bn export sector is the province of the brands, such as Austin Reed and Aquascutum in clothing and Dawson International for knitwear. The strengthening of sterling poses a problem for the industry's exporters. Yet most are cheered by the fact that their "classic" British merchandise is in expensive, less price sensitive niches.

At the other end of the spectrum are the contract manufacturers. Some are comparatively large concerns equipped with modern machinery to supply mail order catalogues and high street chains. Others function as sweatshops from drab premises relying on an unskilled workforce of poorly paid home workers, making cheap clothes for market stalls.

It is impossible to gauge the size of the sweatshop sector, chiefly because part of it operates illegally. Nevertheless, the phenomenon of the "small firms" - most of which are legitimate enterprises - is a feature of the clothing industry especially in the inner cities.

A recent study suggested that

at least 20,000 people are employed by "small firms" in London alone. Mr John Wilson, director of the British Clothing Industry Association, estimates that the sector accounts for "at least 10 per cent" of output.

Despite this profusion of tiny enterprises, the industry has made very real advances in productivity within recent years. The BCA says that output per employee has risen by about 40 per cent in the 1980s for the sector as a whole.

Some of the most modern plants can claim far greater improvements. Alexon, for example, has increased the productivity of its branded factory by almost 40 per cent in the last two years alone. Mr Eddie Parr, chairman, estimates that the productivity of Clearmont, its M and S plant, has doubled since the start of the decade.

Such improvements have come from the introduction of new computer controlled systems for cutting - hitherto one of the most labour intensive areas of production - for garment handling and in warehousing and distribution.

The clothing companies rely on new technology to counter the cost advantage of their overseas

competitors. "Quick response" - or the ability to supply retailers more speedily than overseas manufacturers - has been bandied about as the panacea for the industry's problems.

There has undoubtedly been great progress in speeding up the production process. Coats Viyella, for example, has almost halved the time taken to make a shirt in its Northern Ireland factories within the past three years.

Yet so far "quick response" has made no impact on the balance of trading. On the contrary the level of import penetration has risen: from 30 per cent in 1982 to 32 per cent in 1986, although it is arguable that the deficit would be even worse were it not for new technology.

Moreover there is plenty of scope for further progress. The improvements so far have been in the area of organisational productivity," says Mr Martin Taylor, managing director of Courtaulds Textiles. "The days of robotics are still in the future in the meantime the efficiency of a clothing factory is still dependent on the skill of the people on its sewing machines."

Alison Rawsthorn

JOCKEY, the UK manufacturer of the ubiquitous, though generally hidden, Y-front, has made an impressive financial turnaround over the last four years through capital investment and improved management methods.

The success of the company demonstrates the effectiveness of the management style of Sir Christopher Hogg, chairman of Courtaulds, the UK-based textiles and chemicals group which owns the company. Courtaulds was rescued by Sir Christopher after three years ago, says Alan Watkins, the manager in charge of the Y-front division.

At its worst position, the company reported losses after tax in 1980 and an extraordinary item of \$11m. The results that year were the culmination of 30 years of decline and a final deterioration assisted by increasing imports from the Far East.

Jockey's management is committed to new technology and management methods. The lead comes from the top: John Russell, the chairman of the company not only has a mobile phone in his car - now fairly standard practice - but a modern as well so he can link up his Toshiba laptop.

Profile: Jockey

Fit contender in a hard race

This symbolism is reflected in much, though not all, of the rest of the company. Jockey has invested in new machinery or computer technology in most stages of design and production.

"If you had seen this factory three years ago," says Alan Watkins, the manager in charge of the knitting section, "you would have thought it was a sweat shop." Mr Watkins says that production in the knitting section has been increased through new Italian machines supplied by Brescia-based company, Orzio which because of their reliability can successfully work shifts from dawn to 10pm.

In the cutting section is a new 580,000 machine from Blerrebi based in Bologna, which according to Mr Watkins is much faster and accurate than the previous method of cutting by hand with scissors.

"We have replaced machines in nearly every part of the production process. But there's not a single piece of English machinery on the floor," he points out. "They're all Danish, Swedish or Italian. It's tragic. Even the needles on the sewing machines are German."

Delivery dates, after sales service and reliability, played a part in Jockey's decisions to place orders abroad. But the most important factor, says Mr Watkins, was that UK machine manufacturers were too expensive.

Jockey is determined not to suffer the same fate as UK machine suppliers. The prices of its garments have not risen since 1985, which, the management claims, is a measure of its success in reducing costs through investment.

"Three years ago our costs were 30 per cent higher than

those of competitors in Portugal. Now we are competing equally," says Jonathan Marshall, production manager at Jockey.

The production line has been rationalised and the company estimates this has increased productivity by 15 per cent. Machines remain static at their desks while computer-tagged trolleys are moved between them.

"The line used to be like a maze," says Mr Watkins. "Now we have a single straight line." The company also believes that an important component in the improvement in productivity has been the introduction of a system of statistical quality control.

Mr Marshall explains that as late as November 1986, Jockey, like most of the clothing industry, used a system which involved checking 100 per cent of garments leaving the factory. A quarter of the workforce was

involved in some form of quality control.

The statistical quality control system has proved much more efficient. A controlled sample of the work of each machinist is taken every two hours. If the sample fails, the whole batch is returned to the worker who has to recheck each item. During the time the machinists are rechecking their work they lose the money they could have gained on extra production.

Mr Marshall claims that the idea behind the system is to create a new culture within the company - and to create what he calls the thinking worker. The progress of each machinist is monitored and results posted on boards. Around the factory and on the millers of machinists who have failed quality targets are posters proclaiming: "Get it right first time."

Jockey estimates that statistical control has meant a reduction in the reject rate from 2.8 per cent to 2 per cent, and fewer customer returns.

However, Jockey is far from completely modernised. Although the company deliberately rejected robotics for sewing because its machinists were more accurate and quicker, there are some areas which are still lagging.

An example of low tech is the method by which the manager in

charge of statistical control draws up the graphs illustrating quality rates: he draws the results on graph paper by hand with a pencil. Similarly, when the Lectra digitiser (which is used to plot the most effective way of cutting material to avoid waste) was demonstrated, the machine was not reaching the 85 per cent utilisation rate which the company argued was necessary to prevent profits being put in jeopardy. Nevertheless, the surprise of one of the managers: it was 10 per cent out from the company's target.

Nevertheless, Jockey argues that its achievements are impressive. The company has introduced "just in time" stock control, lessening the delay between order and delivery and the risk of being caught out by fashion changes. Far from being caught out by the boner shorts phenomenon, Jockey was able to exploit the market change.

The company also says its marketing efforts have been improved. Now that men's underwear have become fashion items, Jockey believes it is ready to exploit the market. It points to its campaign highlighting the 50th anniversary of the Y-front in Britain and a drive in British youth fashion magazines, such as *The Face*, as examples of improved marketing.

However, Jockey remains, like many other sectors of Courtaulds, vulnerable to the vagaries of the money market. A recession or a continuation in the fall of US dollar and the currencies of countries like Taiwan and Hong Kong which are linked to the dollar could jeopardise the progress that Jockey has made.

Paul Abraham

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TEXTILES 3

Cotton industry
Doing the right things at last



Mr David Alliance, chief executive of Coats Viyella

IN ITS heyday, the Lancashire cotton textile industry claimed to make cloth for the UK market before breakfast on a Monday morning and for the world during the rest of the week.

In recent years employment has contracted sharply in the cotton and allied textiles sector. In 1960 the sector had 203,000 employees. By 1980 employment was down to 54,000 and by end of 1987 had almost halved to only 29,000.

The chief culprit in rising imports, mainly from the Far East, which the industry has failed to match by increasing exports. Moreover investment has been lamentable. In 1985 only a third of looms installed in the UK cotton sector were of the newer shuttleless variety compared with about half in Italy and West Germany, and nearly 60 per cent in France.

The Manchester-based British Textile Employers Association (BTEA) estimates there are about 300 sites in the sector engaged in spinning, weaving and finishing. Most are now part of the large groups although over half of the 50 or so finishing plants are still in private hands.

The majority of plants are still located in the sector's traditional heartland but there are outposts as far afield as Scotland and the South of England. The sector's main products include yarns, apparel fabrics, textile rental products, household and contract textiles, surgical textiles and industrial materials.

The biggest operators are the two UK textile giants; Coats Viyella and Courtaulds. Tootal, once a major player, largely withdrew from cotton spinning and weaving some years ago and has been scouring its requirements of basic fabrics from abroad ever since.

Courtaulds' big expansionary phase was in the 1960s and early 1970s when, anxious that rising imports could wipe out its textile customers, it acquired a large part of the Lancashire cotton industry to secure guaranteed outlets for its viscose fibres.

Since then, its cotton textile operations have contracted sharply. In the mid-1970s Courtaulds had at least nine mills weaving spun cotton textiles. Four were showpiece, state-of-the-art factories on greenfield sites at Skelmersdale, Worthington, Carlisle and Campsie, with a fifth projected at Belmont near

Dussum. By the early 1980s all except two had closed. In November last year Belmont Weaving closed too.

A similar fate was predicted for large parts of loss-ridden Carrington Viyella when it was bought in 1982 by David Alliance's Vantona (now Coats Viyella). Job losses were minimal, however, and no sites closed.

Courtaulds' strategy has been to focus on downstream sectors such as clothing and knitwear where it has a competitive advantage in being able to offer volume and quick response to meet the needs of large retailers. Woven fabrics for apparel are largely imported.

The BTEA is quick to point out that contraction is nothing new - the peak years for exports and production of cotton textiles were 1982 and 1983. The sharpest fall in recent years was in 1980 when output fell by more than a third. Output rose marginally in 1987 but was still only four-fifths of its level in 1980.

Import penetration is much higher in cotton and allied textiles than in the wool sector. Nearly 80 per cent of cotton cloth is imported against only 41 per cent for wool and worsted cloth. But while the bulk of grey (loom-

state) fabric imports came from low cost countries - mostly Pakistan, India and China - most dyed and printed fabrics come from other developed countries including Japan, Italy and West Germany.

Most of the investment in spinning and weaving has been directed at household textiles. In the 12 months to September 1987, household textiles output was nearly a fifth higher than in 1980. Coats recently spent £38m re-equipping its Hows Bridge plant. The mill produces yarns for Dorma, its branded household textiles operation, where quality is all important. Nearby is Unit One which, when opened 10 years ago, was the first new spinning mill to be built in Lancashire since the 1920s.

The group is spending a further £5m on Sulzer air jet looms at Fold Mill, bringing the total invested since the start of 1986 to £24m. It is now looking at re-equipping its apparel fabrics capacity in both Hants and staple yarn weaving.

Courtaulds is investing too. It has recently spent £3.5m on air jet looms and computer-controlled dyeing at its towel mill at Ashton Brothers, Hyde, near Manchester. Output has

increased by 95 per cent in only a year and the plant is producing double the amount it made 15 years ago. Courtaulds is also investing in spinning to supply its towelling and knitting operations.

Import penetration in cotton yarns, at about a third of capacity, is much lower than in fabrics. Significantly, Courtaulds remains stronger in spinning than in weaving, despite the contraction which, since the late 1970s, has resulted in a reduction in the number of mills from 42 to 28 and a halving of the labour force.

Today there is more design input and re-equipment has started in the group's spinning mills with the latest open end machinery which splices rather than knots yarn breaks, giving long lengths without faults. It has already spent £4.5m at Maple Mill and a further £5m is to be spent on re-equipping its Swan Lane plant.

Meanwhile, Lounhe Textiles which operates a large vertical textile mill at Cramlington, Northumberland, producing bed linen and workwear, recently announced plans to spend £31m over five years in re-equipping the plant with new spinning and

Knitwear industry
Tights in fashion

ALMOST 400 years ago, the Rev William Lee invented the hand knitting frame in the tiny Nottinghamshire village of Calverton.

His invention not only simplified the knitting of socks and stockings for his parishioners, it also laid the foundations for the knitting industry which is a dominant feature of East Midlands manufacturing to this day.

More than two-thirds of Britain's knitting production is based in the East Midlands; the rest is divided between the Scottish Borders and Northern Ireland. The industry of today is composed of more than 800 companies, with a workforce of 80,000 people.

Despite the corporate machinations of the late-1980s - when Courtaulds and Coats Viyella, then Nottingham Manufacturing, bought up many of the family firms - the industry is still dominated by small companies. Courtaulds and Coats account for nearly a third of the workforce, but four-fifths of the 1,700 or so production plants employ fewer than 100 people.

A salient feature of the latter-day industry is the emergence of ethnic enterprises, many run by Asian entrepreneurs. These have become a force in the last decade. A recent report commissioned by Leicester City and County Councils suggests that Asian firms in the area had a collective turnover of £150m to £200m last year.

Many of these companies conform to the stereotype of the family firm churning out cheap knitwear for sale on market stalls. Others are now substantial concerns operating from large mills with modern machinery.

The principal problem confronting all companies - large and small - is the continuing influx of imports into Britain. Imports first surfaced in the late 1950s and early 1960s. But in that era the industry was booming, as have been lost since 1978: the Knitting Industries Federation (KIF) attributes 70 per cent of these losses to the impact of imports. The remainder comes from improvements in productivity.

The influx of imports continues. The decline of the dollar, and the consequent fall of the Far Eastern currencies linked to it, ensured that the flow of imports rose by 23 per cent to £1.32bn last year. The increase would have been even higher were it not for the quotas levied by the Multi-Fibre Arrangement. In 1987, for the first time in many years, these quotas were fully utilised.

" Luckily the home market has been buoyant and this buoyancy has protected the industry from serious threat to the stability of the industry."

The only solution for British companies is to try to erode the cost differential between their products and those of their overseas competitors with new technology.

"No retailer needs to buy from a British manufacturer," says Mr Tony Rowe, managing director of Mansfield Knitwear, part of Coats Viyella. "We have to make them want to buy from us by offering the best designs and the best service. These are the weapons to beat increasing imports and a lousy exchange rate."

The chief obstacle for the industry is that knitwear production is highly labour-intensive. In recent years new electronic and computer-controlled equipment has become available for knitting and for cutting. Similarly there have been advances in the areas of computer-aided design and production planning. But there has been little progress in automation in making-up, the most labour-intensive part of production. Even a modern concern like Mansfield employs three-quarters of its workforce in the making-up area.

The pace of technological change within hosiery, especially within tights and stockings, has been faster. Given that a pair of tights, unlike knitwear, is a standard product, it has been possible to automate production to a higher degree.

Hence Pretty Polly has been able to reduce the length of time taken to knit tights from two minutes per leg in the early 1970s, to one minute in the early 1980s and to 45 seconds with its most modern machinery today.

Similarly, it has been able to simplify the production process. In 1983 there were eight different operations involved in making a pair of tights at its commodity plant in the Irish Republic. By 1987 this had been reduced to five operations. By the end of next year it should have been whittled down to three.

Moreover, the progress of the hosiery manufacturers in arresting the advance of imports argues well for the rest of the knitting industry, and indeed for the textile sector as a whole. For hosiery, one of the areas in which automation is most advanced, is also one of the few fields where the level of imports has stabilised in recent years.

The phenomenon of the year was Chinese knickers

The increase in imports, says Mr John Harrison, director of the KIF, "Bot a downturn in consumer spending could cause serious problems."

The level of consumer demand varies from sector to sector. The hosiery market - dominated by BTR's Pretty Polly and Courtaulds' Aristote - is thriving thanks to the transformation of tights from a commodity to a fashion product.

Yet demand for knitwear - where Courtaulds, Coats and Corah are the largest concerns - is lacklustre, chiefly because of the trend towards more tailored clothing and to leisurewear. Moreover, profitability has come under intense pressure in the past year or so.

Mr Colin Cook, who runs a small knitting firm making children's and babywear with sales of £3m and 240 employees, says that the squeeze on margins in the domestic market is forcing him to drum up new business overseas.

Moreover, the whole knitting industry is prey to sudden surges of imports in individual product areas. The phenomenon of 1987 was the unexpected appearance of 63m pairs of Chinese knickers in Britain.

They came into the country at an average price of 22p a pair, less than the cost of the raw materials for a British manufacturer. Such sudden surges of imported products - in huge quantities and priced at a level with which British producers cannot hope to compete - pose a

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TEXTILES 4

Yorkshire woollen industry

Boom in suits may bolster 19th century image

IN OLDER industries, town rivalries die hard. And, although much diminished in terms of numbers employed, the Yorkshire wool industry still defies being lumped together. Production remains localised and many firms have become increasingly specialist.

Broadly speaking, the industry divides into a woollen sector (manufacturers processing carded wool) and a worsted sector (firms using combed wool). Bradford, with the odd exception, is the home of the medium-quality worsted industry while Huddersfield is the centre for fine worsted manufacturing. The remains of the woollen industry - once large but savaged from the 1860s onwards by imports from Italy - are situated along the Colne Valley.

Employment in wool textiles in

Yorkshire has remained fairly constant since 1982, at approximately 34,000. The much smaller Scottish wool industry employs around 4,000. This is in stark comparison with employment levels before the drastic shake-out of the 1970s. Between 1971 and 1977, 43,000 jobs were lost in the industry as a whole.

There are around 400 firms within the Yorkshire wool textile sector. They comprise producers stretching from scourers and combers to weavers and finishers, and include the four large acrylic spinners which feed the Midlands knitwear manufacturers. Despite the emergence of the wool textile groups, which swallowed up many family-owned mills in the 1970s, the industry is still a small firm sector. The average company employs 150 people.

The two major UK textile groups, Coats Viyella and Courtauld, both have interests in Yorkshire wool textiles. Coats Viyella has substantial involvements, chiefly in spinning. Courtauld is involved to a far lesser degree.

Other major forces on the Yorkshire wool scene are the groups which have grown up within the industry itself. They include Allied Textiles, the John Crowther Group, Dawson International, Illingworth Morris, British Mohair, Parkland, John Foster and Resident International. W & J Whitehead in Bradford is the largest private company in UK wool manufacturing.

Expansion in the worsted sector has tended to be horizontal in fact large companies, like Allied Textiles and Huddersfield Fine Worsteds, part of the Illing-

worth Morris Group, produce several collections under different names.

As in Scotland, the Yorkshire woollen sector is largely vertically structured. Courtauld's chief interest in Yorkshire wool textiles, for example, is Courtauld Woollens, a vertical mill on a single site which results from rationalising five separate mills.

Much of the recent growth among the larger fabric producers has been in the home trade, with the chain stores and multiples. Some, like Parkland, have built up a close relationship with UK retailers over the years; others, like John Foster, are newer entrants. Foster the world's largest mohair weaver, has expanded its chain store business skilful over the last three years.

The retailers' demand for quicker turnaround has encouraged investment in faster looms, continuous processing, automated handling and computerised matching systems. And, although not as advanced as the best of the West German producers, most Yorkshire mills are not the noisy, dusty places they were even 10 years ago.

Some weavers - such as Parkland and Joseph Royke, part of the Lister group - are using computer-aided design systems to develop new ranges. Nevertheless, the industry depends as much on essential craft skills as on new technology - especially in the fine worsted sector.

In 1986 UK wool producers were cock-a-hoop, having broken their export record with a figure of \$607m. This was followed by a levelling off with a figure of \$565m in 1986 with a recovery to \$593m in 1987. Raw wool and tops (combed wool prepared for worsted spinning) did especially well in 1987; the Japanese market for British wool fibre revived during the year and the demand for tops was boosted by the activity in worsted weaving, particularly in Italy, West Germany and Japan.

Despite the drop in the dollar, UK exports of worsted fabrics to the US actually rose in volume during 1987. Exports of woollen fabrics to the US, however, dropped by 83 per cent in volume between 1985 and 1987, the fashion for smooth fabrics being a contributory factor.

The slack left by the downturn in US exports has so far been offset by increased sales to Western Europe and Japan where the

continued strength of the yen has helped.

The industry is concentrating its efforts on maintaining its performance in established markets. Producers are also developing new cloths - such as silk-rich wool blends - which escape the high tariffs imposed to protect indigenous wool industries.

The past two years have witnessed something of a wool boom, stimulated by the return to the suit and the swing away from cotton-based casualwear. The trend for smooth, light-weight fabrics has especially favoured the Yorkshire worsted sector; many mills are booked up until the autumn.

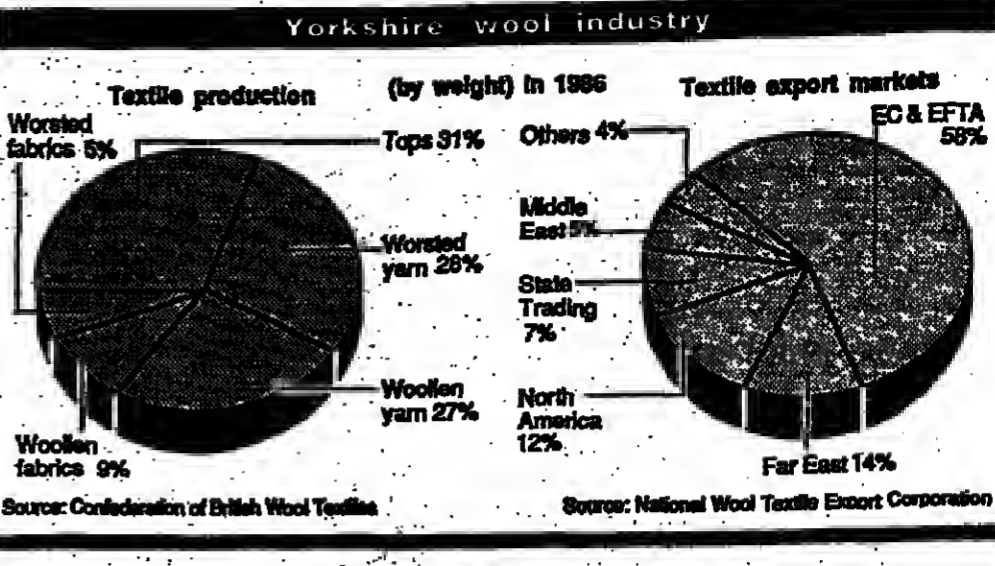
But worsted producers now face serious challenges: adverse exchange rates and rising wool prices.

Prices of the finest Australian wools have been most affected, doubling between November 1986 and November 1987. This has had a knock-on effect further down the scale with medium qualities also seeing substantial price rises. The situation is attributed to China - and to a lesser extent, the USSR - buying huge quantities of raw wool. Considerable mystery surrounds China's behaviour: as yet there is no noticeable increase in Chinese wool exports.

As users of the finest wools, worsted fabric manufacturers have been hardest hit. Those at the top end have been vertically insulated by the nature of their market. But mills supplying medium quality worsteds are having to look at lighter weights, blends with other fibres and greater production efficiency.

In the acrylic knitwear yarn sector, growth has been curtailed and prices depressed by cheap Turkish yarn imports which grew from 45 tonnes in 1984 to over 4,000 tonnes in 1987. Hand-knitting yarn spinners are additionally suffering from sluggish demand from the consumer.

But one of the main difficulties facing all the Yorkshire wool companies is the industry's image problem. Wool textiles is still perceived as a "19th century" industry and it will take years of expansion and investment to get to grips with this problem.



Alexandra Buxton Mechanical handling systems are enhancing Courtauld's ability to respond to retail orders

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The slack left by the downturn in US exports has so far been offset by increased sales to Western Europe and Japan where the

Profile: Taylor & Lodge

Smart work at the mill

IN WOOL textile circles, Gordon Kaye is something of a local hero. A down-to-earth Yorkshireman in his late 40s, Mr Kaye is managing director of Taylor & Lodge in Huddersfield, weaver of some of the world's finest and most expensive fancy worsted cloth.

Taylor & Lodge is small but highly specialised, weaving between 70 and 80 pieces (4,200 to 4,800 metres) of cloth a week. Though limited in quantity, the product is extremely high in added value. At the top of its range, Taylor & Lodge produces suitings in luxury blends - cashmere with a dash of vicuña, mink or ermine - which sell for more than £100 a metre. Its average price, for pure wool or wool based worsteds, is more modest at £25.

Some 70 per cent of the company's sales is direct export; a further 20 per cent is exported indirectly. It has markets in 25 countries but the key customers are the Far East, primarily Japan, which takes an order worth £250,000. Gradually the workforce was expanded to reach its present 90.

Initially, re-equipment consisted of re-conditioned machinery; the firm bought its first new machines only 18 months ago. Last year however, it spent \$900,000 on new production technology.

But many of its processes remain labour-intensive. The mill is one of only a handful which still carries out paper pressing (heat and pressure are applied to finished cloth sandwiched between sheets of card) to give it a subtle "bloom." Each metre is inspected at least six times and computers will never replace the skilled menders who pick up every broken thread.

Sophisticated technology now stands cheek by jowl with wooden and iron washing machines from the 1930s; there is no substitute for wood in providing a high quality handle to the finished cloth. The mill still obtains all its water from the River Holme - famed for its softness - which rushes past its

was purchased by a Palestinian born entrepreneur, Mr Omeir Cotran, who formed a consortium with two business friends, a Jordanian mill owner and a leading cloth merchant in Tehran. Chairman of the OMC group, Mr Cotran was no newcomer to textiles. OMC is a highly successful trading operation, selling British made cloth overseas.

Mr Cotran persuaded Gordon Kaye to leave his job as a sales manager of Leary, a local worsted weaver which had employed him for 22 years, and set about reviving Taylor & Lodge. In December 1980, Mr Kaye walked into an empty mill. He admits he felt terrified: "It was a depressing sight. Most of the looms were at least 50 years old. The building had been painted for 25 years."

Taylor & Lodge re-emerged in 1981 with a skeleton staff and considerable goodwill from its long-standing customers. Within three months of his appointment as managing director, Gordon Kaye secured an order worth £250,000. Gradually the workforce was expanded to reach its present 90.

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front there is no-one leaning at his elbow.

Mr Kaye knows what he is good at - and where the skills of his workforce lie - and is determined to stick to the top few rungs in the market. Attempts to develop a branded Taylor & Lodge menswear range flopped well before any products reached the market, and he has so far resisted the idea of extending the firm's production into a more middle market range. "It's not an area we know, and I feel that our customers wouldn't like it."

Taylor & Lodge is now worth at least 10 times as much as in 1980. It has made a profit every year and its turnover has risen from £1.2m in 1981 to between £3.5m and £4m currently. So far it has rebuffed the overtures of the larger wool textile groups which would dearly like to add one of the industry's classiest names to their own stables. "If we can paddle our own canoe," says Gordon Kaye, "so much the better."

Alexandra Buxton

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Profile: Dorma

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and where new product areas - like lampshades and cushions - increase turnover. In addition a level of investment in the industry which is unprecedented since the 1970s is under way...

it for the future. Following the depressed early 1980s it appears to be looking ahead with optimism. A manufacturing capacity is up and productivity is improving with new technology...

brand are given added value through embellishment for the upper part of the market. What all the UK producers agree is that regardless of the quality or even the price of their merchandise...

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TEXTILES 6

Carpet industry problems

A move upmarket after rationalisation

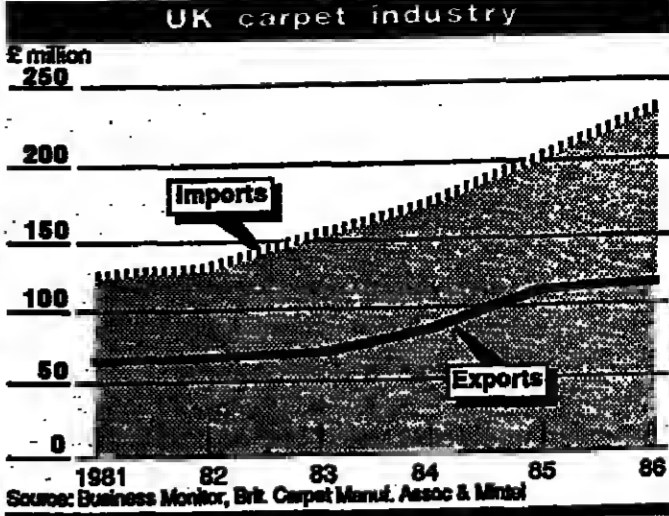
THREATENED BY imports, carpet makers now face the challenge of proving that they can turn the modest gains of last year into a more substantial revival.

Consumer spending has since recovered. But it has been the overseas manufacturers, the Belgians in particular, which have benefited from the recovery.

Some US exporters took advantage of the weak dollar to return to Britain. But the dollar will have to fall further for US imports to become a serious threat.



Garment production at one of Courtauld knitwear factories



Source: Business Monitor, Brit. Carpet Manuf. Assoc & Mintel

says Mr Lowry Maclean, chairman of Tomkinsons. "There will certainly be further rationalisation in the future."

The structural changes within manufacturing have been accompanied by similar changes in retailing. First the decline of the independent carpet retailers - which tend to sell on service and style rather than price - has been arrested.

Moreover, a new breed of multiple retailer - such as Marks and Spencer and Next - has ventured into the carpets field to temper the influence of the multiples. These developments have not only curbed the growth of Harris and Allied, but have forced them to modify their "pile it high sell it cheap" ethos in favour of more emphasis on marketing and design.

This has enabled manufacturers to introduce more "value" to their output, and thereby alleviate the pressure on profit margins. Coleroll, which had hitherto steered clear of carpets specif-

cally because of retail pressure, was sufficiently encouraged to move into the market last year by buying Wallbridge Holdings and now to bid for Crowther.

However, it is changing consumer taste which most cheers the carpet manufacturers. In the past year or so the trend towards more stylish, more expensive products - evident in almost every other area of the textile industry in the 1980s - has finally filtered through to carpets.

"Consumers are becoming much more discerning about quality, design and service. The carpet industry finally has an opportunity to move upmarket," says Mr MacAdam of Coats.

Whether the industry is capable of seizing this opportunity remains to be seen. Over the next year or so it should become evident whether Britain's carpet manufacturers really have succeeded in overcoming their past problems.

Alice Rawthorn

A painful recovery

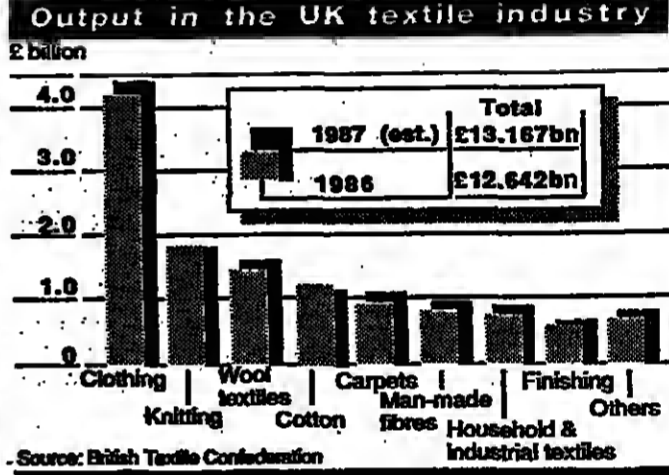
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spending. At best, economic forecasters expect the pace of growth to slow down this year.

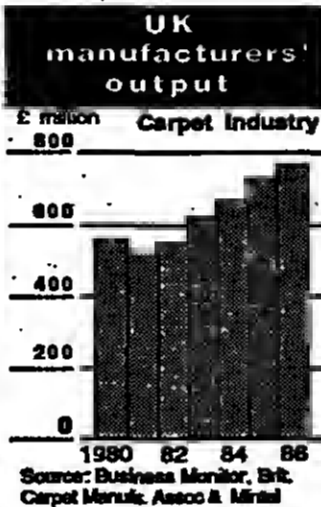
The outlook for exports is more encouraging. Last year the industry mustered a 12 per cent increase in overseas sales to \$2.5bn, reflecting healthy growth in its exports within the European Community.

Although the strength of sterling is a difficulty, the successful exporters, like International, tend to concentrate on high-quality goods which are less sensitive to price increases. Nevertheless, the late-1980s seem set to be a testing time for textile manufacturers in the UK. Yet thanks to the advances of the past few years the industry is in a stronger shape than ever before to withstand it.

Alice Rawthorn



Source: British Textile Confederation



Source: Business Monitor, Brit. Carpet Manuf. Assoc & Mintel

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INTERNATIONAL APPOINTMENTS

WCRS names Australian agency managing partner

WCRS GROUP, the fast growing British-based advertising and marketing services concern, has named Mr Chris Pinnington managing partner of The Ball Partnership, the group's Sydney advertising agency. Mr Wayne Garland, the former managing partner, has become the vice chairman.

Mr Pinnington joined Wight Collins Rutherford Scott, now WCRS Mathews Marcantonio, the group's UK agency, as an account director in 1983, and was promoted to the agency board in 1985. During his five years there

as a director, he has been responsible for a variety of accounts, including United Biscuits, Spillers, Sara Lee and Carling Black Label.

He was previously an associate director with D'Arcy MacManus and Mastus, where he started his advertising career in 1978.

Commenting on the appointment, Mr Roger Neill, deputy chairman of WCRS Advertising, said: "Australia is the second largest per capita advertising market in the world, after the US, and The Ball Partnership is one of Australia's top ten fastest

growing agencies with capitalised billings in 1987 of A\$46m - double the 1986 figure.

The appointment of Chris Pinnington to the Ball Partnership demonstrates our commitment to the international transfer of craft skills and talent within the WCRS federation of advertising agencies."

HONGKONG AND Shanghai Banking has named Mr John R.H. Bond a director, with the title of executive director Americas. He will remain based in New York, where he has been serving as chief executive officer Americas since last year.

Mr Bond has also been appointed chairman of a newly established committee, which will oversee coordination of the business of this leading Hong Kong bank and of Marine Midland Banks, its wholly-owned subsidiary, in the Americas.

Mr Geoffrey Thompson, president of Marine since 1986 and who now has also been appointed its chief executive officer, and Mr Richard Keller, who became an executive director of Marine yesterday, will also be members of the new committee.

After joining Hongkong and Shanghai Banking in 1981, Mr Bond served in Hong Kong, Thailand, Singapore, Indonesia and the US. He was made chief executive officer of the bank's Wardley group in 1983.

NCR fills treasury position

NCR, a major US manufacturer of computers and business machines, has named Mr Pete Amstutz assistant treasurer, Benefit Plans Financing, within NCR's Treasury Division.

Mr Amstutz, who joined NCR last month, has 19 years of experience in the securities and commercial banking industries. Most



Mr Pete Amstutz

recently, he was vice president and team leader for the Continental Illinois National Bank of Chicago branch in London.

He has also worked in upper management for First National Bank of Chicago in Geneva, Frankfurt and London; and Daiwa Securities America in New York. He began his career in 1969 with Smith Barney in New York.

Allied-Signal elects new president

ALLIED-SIGNAL, the US-based worldwide advanced technology group with businesses in aerospace, automotive products and engineered materials, and with \$1bn sales in 1987, has elected Mr Alan Belzer president and chief operating officer. He has also joined the board of directors.

Mr Belzer, 55, has been an executive vice president of Allied-Signal and president of its \$2.5m Engineered Materials Sector since 1983. He joined the company in 1955.

Mr Frederic M. Poes, 45, formerly president of the corporation's Fibres Division since 1984, has taken over Mr Belzer's previous post, and is expected to be elected an executive vice president of the corporation.

The replacement for Mr Poes as Fibres Division head is Mr Daniel P. Burnham, 41. He is succeeding as president of the corporation's Plastics and Performance Materials Division by Mr Robert P. Viarango, 55, who was previously vice president - planning and business development for the sector.

In making the announcement, Mr Edward L. Hennessy Jr, chairman and chief executive of Allied-Signal noted that under Mr Belzer's leadership, the Engineered Materials Sector has consistently been the most highly profitable of the company's three large operating units.

"With Al's long experience in every phase of operating management, he is exceptionally well

qualified to help us attain better balance between current earnings and our long-term investment for future growth," Mr Hennessy said.

"The appointment marks the start of a new stage in the strategic growth and development programme our company embarked upon in 1979," he added. "Over that time we have grown very rapidly, primarily through acquisitions, and in the past two years we have consolidated our operations and sharpened the focus on our core businesses. Alan and I now will work in partnership to refine our corporate strategy and maximise our operating performance."

AT THE annual meeting of Asea AB, of Sweden, part of ABB Asea Brown Boveri, the major company formed as a result of the January 1 merger of the electrical businesses of Asea and BBC Brown Boveri, of Switzerland, Mr Kjell Hogfelt was elected to the Asea board of directors in succession to Mr Percy Barnevik.

Mr Hogfelt was born in 1929 and has been with Asea since 1957. He was made president of the company at the beginning of this year. Mr Barnevik is president and chief executive officer of Asea Brown Boveri.

Asea now administers its 60 per cent holding in Asea Brown Boveri, as well as its holdings in businesses not included in the merger, such as Hagglunds, ESAB and Electrolux.

Chairman for Brierley Investments subsidiary

BY DAI HAYWARD IN WELLINGTON

BRIERLEY Investments, the main corporate vehicle of Sir Ron Brierley, the New Zealand entrepreneur, has appointed its operations manager, Mr Stuart Walbridge, as the chairman of Cable Price Downer, the engineering and construction group which is now a 100 per cent subsidiary of Brierley Investments.

Mr Walbridge, 43, replaces Mr Bill Steel, who retired on March 31. Mr Walbridge was an executive engineer with British Post Office Telecommunications, and then a senior executive with Uni-

lever in Britain, Ireland and West Africa.

He later became acting chairman and managing director of Unilever NZ. He has been a Brierley director on the CPD board since March last year.

There have also been several other changes to the CPD board, with the retirement of four other directors. New members are: Mr H.C. Callan, deputy chairman, Mr Rick Christie, managing director Mr Bruce Hancock, Mr H.W. Hine, Mr R.S. O'Hagan and Mr H.W. Revell.

Accountancy Appointments

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To meet the demands of our expanding Under Department we are seeking to further strengthen our team of commercial professionals responsible for providing international review for the department is committed to making a positive contribution to the efficiency of operational procedures and controls, and the profitability of our operating divisions.

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We aggressively pursue our policy of movement from the department into broader line management roles. We offer a highly competitive salary and the benefits associated with a major international company. These include BUPA and pension scheme plus generous allowances when working overseas. Relocation assistance will be given where applicable.

Please write or phone for an application form to:
Recruitment Manager, Cable and Wireless plc, Mercury House,
Theobalds Road, London WC1X 8RX.
Tel: 01-548 9034 (24 hours)

Cable and Wireless

Tax Lawyers

London
Up to £40,000
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You are an ambitious solicitor or barrister with tax consultancy experience.

We are a leading international firm of business advisers and accountants with a thriving tax practice of 80 partners and over 500 consultants.

Our clients operate in a diverse range of industries and need expert advice on complex fiscal problems. Tax advice is often at the cutting edge of important business decisions including:

- Acquisitions and company restructuring
- Management Buy-outs
- International Reorganisations
- The use of modern financial instruments

You will work alongside experienced tax consultants, bankers and senior financial executives. Your legal experience will be an important and integral part of a high quality team approach, providing our clients with the best possible tax service.

We offer attractive remuneration, first class technical and management training with continuous client contact and a high level of job satisfaction.

Please write in confidence, with brief CV to:

John R Townsend
Price Waterhouse
Southwark Towers
32 London Bridge Street
London SE1 9SY

Price Waterhouse

Offices in: London, Aberdeen, Birmingham, Bristol, Cardiff, Edinburgh, Glasgow, Leeds, Lakeside, Liverpool, Manchester, Middlesbrough, Newcastle, Nottingham, Southampton and Windsor. Associated firms in Ireland and the Channel Islands.

Are you ready for the challenge of establishing and developing a new department?
Head of Internal Audit
 Cheltenham c.£30,000 + finance sector benefits

You are a qualified Accountant in your thirties, looking for the opportunity to move into a number one position, and ready for the exciting challenge of setting up and developing a major internal audit function.
 The RoyScot Finance Group - launched in 1986 and bringing together the specialist finance subsidiaries of the Royal Bank of Scotland and Charterhouse Bank - can satisfy these high ambitions. The Group provides a focus for a number of semi-autonomous trading subsidiaries, including an Authorised Institution under the Banking Act. Principal activities include contract hire, leasing, factoring, hire purchase, instalment finance and credit card services.
 Working closely with the Group Finance Director, you will be responsible for recruiting and leading a team, and performing high level business reviews across the Group's activities. With significant audit experience at a senior level (probably within the financial

sector) you will possess the management skills necessary to undertake a high profile role within a demanding area.
 The exceptional remuneration package includes subsidised mortgage, non-contributory pension, private health insurance, quality car and profit related bonus. If necessary relocation costs will be paid.
 Please reply to Alison Hawley in strict confidence with details of age, career and salary progression, education and qualifications, quoting reference 5112/FT on both envelope and letter.

Deloitte Haskins + Sells
 Management Consultancy Division

P.O. Box 198, Hillgate House, 26 Old Bailey, London EC4M 7FL

APPOINTMENTS

ADVERTISING

For further information call 01-248 8000
 Tessa Taylor ext 3351

Deirdre Venables ext 4177

Paul Maraviglia ext 4876

Elizabeth Rowan ext 3456

Patrick Williams ext 3694

Finance Director

Manufacturing Company

c.£25,000

Cambridge

Fast growing, highly regarded FIC seeks a young ambitious finance professional for a principal operating subsidiary. Exceptional career potential within the Group

THE COMPANY

- ◆ Profitable, specialist joinery manufacturer and supply company with established product range and active new product development programme.
- ◆ Core company in FIC group with new dynamic management team.
- ◆ Streamlined and profitable, poised for further acquisition and growth.

THE POSITION

- ◆ Member of executive management team reporting to the Managing Director
- ◆ Introduce up-to-date financial reporting and management information systems.
- ◆ Contribute to the strategic development of a successful business in a rapidly expanding industrial conglomerate.

QUALIFICATIONS

- ◆ Graduate, qualified accountant aged late 20s/early 30s.
- ◆ Post qualification experience in industry is essential.
- ◆ Ambitious, energetic with top management potential.

COMPENSATION

- ◆ Base plus full benefits package.
- ◆ Exceptional career prospects into financial and general management.

Please reply enclosing your cv quoting Reference G1229 to 34 Jermyn Street, London SW1Y 6LZ.

Qualified accountants

Mobil North Sea Ltd is a major exploration and producing company - part of Mobil Corporation, the world's fourth largest oil company. We've achieved this position through recognising and fully realising hidden potential - whether actively developing oil and gas reserves in the North Sea or encouraging the individuals we employ.

We are seeking a number of accountants from newly-qualified through to professionals at supervisory level with around 4 years' PQE, some of which should ideally have been gained in an oil industry environment. Based in Central London, your responsibilities will range across management/financial accounting, financial analysis, tax, MIS or joint

interest ventures.

At all times you'll enjoy a high degree of visibility at senior management levels. After a period in your initial assignment you can look forward to career development moves through the full spectrum of finance and accounting activities in a multinational oil company. This might include assignments in other areas of Mobil's activities - both in the UK and overseas.

For further information about these excellent opportunities, please contact Andrew Fisher on 01-404 3153 or write to him at: ALDERWICK PEACHELL AND PARTNERS, Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6QA.



Hidden potential - we know how to develop it



Alderwick Peachell PARTNERS LTD

Experienced Accountant

Treasury Division London to £26,800

This is an outstanding opportunity for a high-calibre, experienced accountant in the team engaged in the management and handling of British Telecom's Treasury and banking operations.
 Reporting to the Deputy Treasurer, you will be responsible for providing accurate records for all financial transactions (The Treasury Division is responsible for ensuring that all cash passing through the company is handled with maximum efficiency) and for ensuring that proper accounting controls exist. Your brief will also include the preparation of the annual accounts of financing subsidiaries, control and implementation of the Treasury accounting system, including new software applications; preparation and control of the Division's budget; and appraisal of borrowing/investment proposals.
 Candidates will be fully qualified and experienced accountants. It is desirable, but not essential, that they should have familiarity with the specialist requirements of treasury or banking operations.
 Starting salary will be up to £26,833 depending on qualifications and experience, and in turn we offer excellent prospects for career development.
 Please write with full CV to: Ann Hulbert, Management Recruitment Unit, British Telecom, 3rd Floor, Haddon House, 2-4 Fitzroy Street, London W1P 5AD.
 British Telecom is an equal opportunity employer. Applications are welcome from all suitably qualified individuals, irrespective of sex, racial origin or disability.

British TELECOM

FINANCE MANAGER

FRESH CHALLENGES FOR YOUR SYSTEMS EXPERTISE

c£21,000 + car

Birmingham

In today's fast-moving commercial world there's one industry which is moving faster than most.
 Since de-regulation the bus industry has invited a whole range of exciting challenges and the potential for growth is virtually unlimited.
 By providing a quality service in a highly competitive environment, West Midlands Travel are determined to meet these challenges, so effective financial management is of crucial importance. In this newly created position in our central engineering sector you'll be responsible for evaluating a number of current financial control and costing systems with a view to establishing a new, highly efficient programme of development. You'll also provide management with pertinent financial advice and support on

the profitable running of this business.
 A qualified accountant, you'll have substantial experience in a commercial or industrial field, preferably with an engineering element. In return you can expect some very attractive rewards - the many additional benefits include an excellent pension and, if appropriate, relocation assistance.
 But, most important, this is a superb opportunity to make a telling contribution to a new venture and you can be assured that your efforts will be recognised and duly rewarded.

Interested? Please write, enclosing full CV, to Lionel Green, Personnel Manager, West Midlands Travel Limited, 16 Summer Lane, Birmingham B19 3SD.

West Midlands Travel
 AN EQUAL OPPORTUNITY EMPLOYER

Hoggett Bowers

Executive Search and Selection Consultants
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 A MEMBER OF BLUE ARROW PLC

Financial Director

Take This Industrial Services Company To No. 1 South Bucks, c £32,500, Quality Car

Riffs Waste Services, part of BRT plc, is one of the UK's leading waste management companies and is widely regarded as the most progressive and ambitious. Rapid organic growth and an aggressive acquisition programme have taken turnover to £45 million with very healthy profits. The mainstream waste collection and disposal business has recently been augmented by new UK and overseas divisions and the strategic plan is now to put the company into the position of clear market leader. Promotion within the group has created this opportunity. Reporting to the Managing Director, you will be responsible for financial management and direction of the business, together with company legal and secretarial services. Key aspects of the job include providing advice to operational directors and assisting in acquisition assessment and integration. Early priorities are re-evaluation of the structure of the finance function and refinement of the management information system. A qualified accountant, aged early 30's - mid 40's you must have achieved a senior finance position in service industry. An essential requirement is a progressive career with significant companies where first class business disciplines apply. Good analytical skills, strong commercial awareness and the ability to achieve through influence and persuasion are vital. Considerable job satisfaction and good career prospects are assured in this dynamic environment. The comprehensive benefits package includes relocation assistance where necessary to this very attractive location.
 M. Stein, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP, 0753-850831. Ref: W11045/FT.

Finance Director

Consumer Durables East Anglia, To £30,000, Bonus, Car,

The company, part of a well-known and expanding plc, designs, manufactures, and markets a range of well-known consumer durables and related assemblies. Current turnover is more than £20m, and a programme of planned expansion calls for tighter financial control mechanisms in order to maximise efficiency and minimise operational and product costs. Reporting to the Managing Director, applicants, ideally aged 28-40, must be qualified, preferably ICMA, with a strong manufacturing and systems background, who have assumed the total accounting function at controller level. We are looking for candidates with experience of strategic business planning combined with first class management skills and a practical hands-on approach towards financial and manufacturing issues. Prospects within this expanding group are excellent and the normal large company benefits are offered, together with relocation assistance where necessary to this very attractive location.
 M. Stein, Hoggett Bowers plc, 1/2 Haver Street, LONDON, W1R 9WB, 01-734 6852. Ref: H17041/FT.

Financial Controller

North East, c £25,000, Bonus, Car

An outstanding opportunity for a first class accountant to secure the senior financial position with a most progressive and rapidly expanding organisation engaged in a variety of civil engineering, extractive and land development activities. Turnover has quadrupled in the last four years and is approaching £90 million for the current financial year. The structural and business demands of such growth demand high calibre people and the requirement is for a finance professional to steer the company through further phases of expansion possibly towards a full flotation. Responsibility covers the management and development of the finance and MIS functions, the preparation and analysis of statutory and management accounts and the provision of financial input on all matters relating to budgets and strategic planning. Candidates, qualified accountants aged 30 to 40, must have senior level financial management experience. Ideally industrial related and essentially including a strong involvement in computerised accounting systems. The prospects of a full directorship are both short term and realistic in this most proactive and commercially driven organisation.
 K.H. Thompson, Hoggett Bowers plc, 4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DS, 091-252 7455. Ref: N13070/FT.

A Financial Future in Manufacturing

Hertfordshire

Shelvoke Dempster is a successful autonomous subsidiary of Krug International. A leading OEM of waste handling equipment for the world market, the company is strengthening its management team in order to meet a challenging future. Two key positions exist.
COMMERCIAL-MINDED FINANCIAL CONTROLLER, To £25,000, Car, Benefits Reporting to the Finance Director, this post has complete responsibility for all major accounting functions and for ensuring that tight operating controls are maintained. In addition, you will be expected to develop existing computer systems to keep pace with the company's planned future expansion and play a significant management role. Aged 28-35, you will already have had accounting experience in a manufacturing environment and will have the wide-ranging experience required by this sharp-end opportunity. Ref: B17026/FT.
FINANCIAL PLANNING MANAGER, c £20,000, Car, Benefits The position reports directly to the Finance Director and has a remit which includes the production and interpretation of strategic data, involvement in ad hoc business ventures including acquisitions and the development both of the company's computer modelling and integrated costing systems. The successful candidate will also be expected to make a significant contribution as a member of the management team.
 Both positions require talented, self-motivated people possessing good communication skills and the scope to be involved in the decision-making process and in the future of the company. The excellent rewards package is accompanied by comprehensive relocation assistance where appropriate. Ref: B17053/FT.
 R.J. Arnold, Hoggett Bowers plc, 13 Frederick Road, Edgaston, BIRMINGHAM, B15 1JD, 021-455 7875, quoting the appropriate reference.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

Cherished



FINANCIAL DIRECTOR (DESIGNATE)

Kent Coast circa £30,000 + quality car

The name Carter Wallace may not be familiar to you but its range of toiletries almost certainly will be; Arrid Extra Dry, Pearl Drops, Nair Depilatories and Discover Home Pregnancy Tests are just a few of its famous name brands. The UK company is a subsidiary of a leading US healthcare group which has experienced substantial growth in recent years.

The manufacturing facility and administrative offices are situated in a most pleasant part of South East Kent. From this base the company services its operations in the UK and export markets in Europe and the Middle East.

We are seeking a young Finance Director (designate) to assume responsibility for the accounting, financial management, data processing and company secretarial functions. Reporting to the Managing Director, the role presents a very real opportunity to contribute to the commercial and strategic management of the company, as a key member of the Senior Management Group.

A graduate, qualified accountant is required, with some post-qualification experience in the consumer goods sector, preferably gained in a multi-national. In personal terms, candidates should be confident but personable with demonstrable staff management ability and leadership skills. Please write in confidence with full career details, quoting ref. C8087, to Anne Routledge.



Peat Marwick McLintock

Executive Selection & Search,
9 Creed Lane, London, EC4V 5BR.

CJA RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PJ
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374 Fax No. 01-256 8501

YOUNG QUALIFIED ACCOUNTANT

CITY **£20,000 PLUS EXCELLENT BANKING BENEFITS**
INVESTMENT BANKING ARM OF MAJOR INTERNATIONAL BANK

We invite applications from newly or recently qualified accountants. Any experience in the banking sector and use of personal computers will be an advantage. The selected candidate will work as part of a closely knit team, involved in all aspects of management, regulatory and statutory reporting and associated systems development and other ad hoc projects. Essential qualities are the ability to grasp new concepts, plus initiative, self-motivation and strong communication skills. Benefits include preferential mortgage subsidy, non-contributory pension and interest free season ticket loan. Applications in strict confidence, under reference IB20918/FT, will be forwarded unopened to our client unless you list companies to which they should not be sent in a covering letter marked for the attention of the Security Manager: CJRA.

3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ. TELEPHONE 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-256 8501.

Group Accountant

Maidenhead, Berks. **£25,000 + Car + Bens.**

Our client, BPCC plc, is Europe's largest printing organisation with an impressive growth record which has contributed significantly to British economic and business development. The Specialist Packaging and Labelling Group, with a turnover of £50 million, employs 1,250, and is strongly committed to its policy of continued investment in technology innovation and product improvements.

They are now looking to recruit an ambitious accountant to support the Divisional Finance Director.

Duties will include:

- Reviewing accounting procedures and management information systems for the six operating companies
- Providing advice and support to the operating companies
- Reviewing all management information and summarising for presentation to Corporate Management
- Preparation of budgets, management and statutory accounts
- Company Secretarial and Group Administration duties.

The successful candidate will be a qualified accountant aged 27-35 with considerable commercial/manufacturing experience. Strong personal presence, commercial awareness and good communication skills are essential qualities.

In return, the company offers an excellent remuneration package with good prospects for advancement within this dynamic environment.

Interested candidates should write enclosing a comprehensive c.v. to Stephen Doyle ACA at Michael Page Partnership, Kingsbury House, 6 Sheet Street, Windsor SL4 1BG quoting reference SV1064. BPCC is a member of the Maxwell Communications Corp.

Michael Page Partnership
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Glasgow & Worldwide

Director - Accounting

key role in Financial Services

c£50K + substantial bonus + car + mortgage subsidy
South West Home Counties

- A position of considerable influence in a company achieving high growth
- This is a highly visible role
- Substantial rewards are directly linked to your performance

Our client has been so successful in its chosen segment of the financial services arena, that its growth and market share have become the envy of its rivals. The combination of innovative thinking and high levels of service have created such significant expansion that we have been retained to identify an exceptional Director - whose leadership and guidance of the accounting functions will not only ensure optimum effectiveness of the internal resources and systems, but also make a major contribution to the organisation's future development.

Reporting to the Chief Executive, your responsibility will encompass traditional areas of reporting and control plus the specialist areas linking our client with the City. The attainment of future goals, and achievement of current objectives, will all be affected by your skill in maintaining and developing systems policies and procedures, and your key role in the planning process.

You are a qualified accountant who may have additional business qualifications. With around ten years spent in your profession, you have held a responsible position in the financial services sector and have been exposed to international financial markets. In demanding environments, your managerial and communication skills have brought the best out of your teams.

For further information and a Personal History Form, write or telephone (24 hours) quoting Ref. 2275/ FT

C Kiddy and Partners
Recruitment and Organisation Consultants
43 QUEEN SQUARE, BRISTOL BS1 4GR. TEL. (0272) 215275

RECENTLY QUALIFIED ACCOUNTANT

FINANCIAL CONTROLLER

Aged 24-30 **£25,000 + Car + Exceptional Benefits**

This highly successful Covent Garden based design and communications company is widely regarded as being one of the "rising stars" on the USM. Their consistent record of achievement and profitable growth, together with ambitious development plans, will facilitate a full listing within 18 months.

As a result, they are seeking a Financial Controller to lead them through this exciting phase and beyond. Reporting directly to the Managing Director, you will act as a key player in strategic business development and assume a diverse range of responsibilities:

- Short and long term forward planning
- Treasury and cash flow management
- Employee and organisational development
- Business development and strategic planning

If you are not afraid to work at the sharp end and stand by your own decisions, this is a unique opportunity to rapidly become involved in all aspects of the organisation's financial and business affairs. Career prospects within this progressive environment are outstanding. Benefits include an executive car, together with stock option, private health and life assurance schemes.

Please write, enclosing a full CV, quoting Ref: A133, to Simon Hewitt at Mervyn Hughes International Ltd, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN. Telephone: 01-488 4114.

Lancashire County Council

An Equal Opportunities Employer welcoming applications from all sections of the community.

PRINCIPAL ACCOUNTANT (COMPETITION SUPPORT)

up to **£18,000 per annum**

A new competition support group has been established within the County Treasurer's Department comprising four qualified accountants and an accounting technician to deal with the financial aspects of preparing the Authority for competitive tendering.

The Department is looking to appoint an ambitious qualified accountant (CCAB), with recent experience of working within commercial organisations preferably in the trading or service sector, to head the Competition Support Group and play a key role in assisting the Authority in preparing to meet the challenge of competition.

The postholder will be responsible for the provision and development of an effective financial service to those areas subject to competitive tendering and the effective day to day management of the Group.

A successful track record of recent financial advice and management within the commercial sector is essential. Candidates will also need to demonstrate that they have drive and enthusiasm and the ability to communicate effectively both orally and in writing, to instigate and develop new approaches and initiatives, to deal with complex issues and to effectively motivate and manage a group of professionals.

For an informal discussion on the post, contact Bill Brown, Assistant County Treasurer, on (0772) 264707.

Application forms and further information can be obtained from the Personnel Section, County Treasurer's Department, PO Box 100, County Hall, Preston, PR1 0LD. Tel: Preston (0772) 264776.

Closing date: Monday 16th May, 1988

Financial Controller

CITY OF LONDON **c£35,000 + Car full benefits package**

Our client, a highly successful plc, designs, manufactures and markets high quality womens fashion wear in the United Kingdom and abroad. The Company has created its own distinctive look and has enjoyed substantial expansion during the last five years.

The Directors now wish to strengthen the overall financial management team by appointing a Financial Controller who will be totally responsible for the smooth running of the accounting function, reporting to the Board.

The successful candidate will be a qualified accountant, aged in his/her mid 30's, who can demonstrate excellent financial control and managerial expertise gained in a fast moving, sales orientated environment.

Please send a full C.V. with hand-written covering letter to Mr. R. N. Collier quoting reference: JS27.

MOORES & ROWLAND
MOORES & ROWLAND MANAGEMENT ADVISORY SERVICES LIMITED

Cliffords Inn
Fetter Lane, London EC4A 1AS

Financial Controller (FINANCE DIRECTOR DESIGNATE)

HERTFORDSHIRE **Circa £27,000 + Car + benefits**

Our client is a newly formed Public Company involved in the development of high quality sheltered housing and also the provision of specialised construction services.

The Company has been trading for twelve months and enjoyed rapid expansion. In accordance with their business plan, they now wish to appoint a young qualified accountant to take up the position of Financial Controller. This exciting position will involve total responsibility for all the financial activities of the business.

This is an ideal opportunity to gain first hand managerial experience within a well run go-ahead organisation.

Candidates for this appointment, unlikely to be aged under 25 will have a minimum of two year's commercial/industrial experience since qualifying.

Please send full CV with hand-written covering letter to Mr. R. N. Collier quoting reference S268.

MOORES & ROWLAND
MOORES & ROWLAND MANAGEMENT ADVISORY SERVICES LIMITED

Cliffords Inn
Fetter Lane, London EC4A 1AS

FINANCIAL CONTROLLER SURREY/HAMPSHIRE BORDERS

£25,000 + CAR

We are one of the U.K.'s leading companies in the Junior Art and Stationery fields.

This is a genuine career opportunity for an ambitious and motivated applicant to join a strong team who wish to take the company to the U.S.M. In the near future.

If you are interested please send a full C.V. to The Managing Director, Inscribe Limited, Woolmer Industrial Estate, Bordon, Hampshire GU35 9QE

International Banking

COMPLIANCE OFFICER **AUDITOR**

Subsidiary operation of a world leader amongst international banks are seeking to recruit a qualified accountant in a new position at management level. In addition to compliance and financial control requirements the duties will also involve responsibility for internal audit and an ongoing overview of accounting procedures.

SALARY: to £35,000 + usual bank benefits

For further details, either call Frank Hoy or, alternatively, forward a curriculum vitae.

We are currently handling an assignment from a 1st class European Bank offering an opportunity with excellent career prospects to a newly/recently qualified ACA. This is a wide ranging and highly visible role and candidates offering experience of bank audits will be especially appreciated. A particularly full range of banking benefits available to the successful candidate.

SALARY: c £20,000

For further details, either call Maggie Griffiths or, alternatively, forward a curriculum vitae.

01 628 7601

Gordon Brown

NATIONAL ASSOCIATION OF CITIZENS ADVICE BUREAUX

DIRECTOR OF FINANCE & SUPPORT SERVICES

Salary range £21,500 - £28,400

Expansion within our Financial Division means we can now offer the following challenging opportunity to join the country's leading advice and information giving organisation, with an annual budget in excess of £6m.

Reporting to the Director of the Association, you will be responsible for planning and implementing financial strategies necessary for the effective financial management of the Association's resources.

As the successful candidate, you will have responsibility for developing systems to secure additional funding for much needed work, involving liaison with senior executives within the private and public sectors. You will also act as Company Secretary and have responsibility for administration services.

You should be a qualified accountant with appropriate management experience in either the private or public sectors.

We offer competitive employment terms including a contributory pension scheme and generous holiday provisions.

For further details and application forms please contact:

Susan Speller
Personnel Department
NACAB
115-123 Pentonville Road
London N1 9LZ
Tel: 01 833 2181 (ext. 266)

Citizens Advice Bureau

All applicants are considered on the basis of suitability for the post, regardless of sex, race, marital status or disability.

FINANCIAL CONTROLLER

Thames Valley c. £28,000 + car

Our client, a trade association, provides a variety of services to member companies with particular emphasis being placed on research, marketing and administrative affairs. A financial controller is required who, with the support of a small accounts team, will assume responsibility for all financial management and for increasing commercial awareness within the Association. Key responsibilities will be ensuring the adequacy of financial controls in coping with current and future requirements, the further enhancement and interpretation of management information and making strategic contributions to business plans and their execution.

Candidates will be mature qualified accountants with sound technical skills and a proven track record of successful financial management, ideally in a service related industry. Personality is also very important. The role will require someone with excellent communication skills and a positive self assured and flexible style is essential. A willingness to adopt a "hands on" approach whilst at the same time contributing to the commercial management of the Association is necessary. Please write in confidence, enclosing full career details, quoting reference B8494 to Mike Smith.

KPMG Peat Marwick McLintock

Executive Selection & Search, Abbot's House, Abbey Street, Reading RG1 3BD.

Manager - Finance FINANCIAL SERVICES

£25,000 + Car + Benefits CENTRAL LONDON

This Company, backed by substantial British institutional shareholders, is established as a major force in the development and funding of mortgage products in the U.K. Market. Having grown rapidly in recent months, priority is now being given to the recruitment of an additional Finance Professional to play an integral part in future development.

Reporting directly to the Controller, you will be responsible for the implementation of integrated financial accounting and information systems, ensuring that the business is monitored and accurately reported at all times. Other duties will include preparation of financial accounts, liaison with administrators, budgeting and input to business planning. The role will involve close liaison with the Treasury and Company Secretarial functions and thus offers a complete overview of Financial Management.

Candidates will be graduate chartered accountants, aged 25-30, able to demonstrate high levels of technical and

inter-personal skills. They should also have sound PC based systems experience, and be able to function as a team player whilst demonstrating strong self-motivation and initiative. Confidence, flexibility, leadership, flair and an entrepreneurial spirit are essential to meet the continuing challenge this role offers. The company expects candidates to be capable of promotion to Controller within two years.

For further information, please telephone or write, enclosing full career details to Alex Steele, Firth Ross Martin Associates, Wardgate House, 59a London Wall, London EC2M 5TF. Telephone: 01-628 2441.

Firth Ross Martin
FIRTH ROSS MARTIN ASSOCIATES LTD.

FINANCIAL SERVICES

investigative roles with the sector leader

Central London to £30,000 + mortgage etc

Our client is one of the UK's largest and most influential financial services groups. Reorganisation of its long established businesses together with numerous acquisitions and new ventures have enabled it to consolidate its dominant position in this highly competitive sector.

The diversity and changing nature of the group's activities continue to create extensive career opportunities for young accountants. Several are now sought for a high profile corporate team which undertakes a wide range of projects reviewing and appraising the group's activities, controls and information systems.

These Investigative roles will provide constant challenge, exposure at all levels and an invaluable insight into the group's many activities. They are well proven stepping stones for rapid progress at group or subsidiary level.

Applicants should be aged under 30 and be computer literate with audit and/or investigation experience. Specific responsibilities and associated competitive remuneration packages will be geared to make these positions of equal attraction to those who have qualified at any time in the last five years.

Please write with full career details or telephone David Tod BSc FCA quoting reference D/714/RF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

LLOYD MANAGEMENT

HEAD OF OPERATIONS AND FINANCE

City circa £35,000 + car + bank benefits

Our client is a well respected overseas bank which is planning to open a UK branch in October 1988. This operation will provide the full range of investment and commercial banking services to the UK market. As part of its team building programme it wishes to appoint a Head of Operations and Finance to exercise full administrative and financial control over all areas of the branch activities.

Reporting to the General Manager, the successful candidate will be responsible for developing risk management and dealing systems, financial planning and reporting procedures, and compliance and management information systems.

Candidates should be qualified accountants with substantial experience gained in a progressive banking environment. They should be familiar with the regulatory framework, MIS, treasury and capital market products, and be able to demonstrate a successful track record in financial control.

This is a challenging high profile appointment which will provide scope for career growth and carry with it a flexible salary and full banking benefits including a subsidised mortgage.

Please write in confidence, enclosing a full cv including current salary and quoting reference P1279, to Paul Carvoso.

SENIOR MANAGEMENT ACCOUNTANTS

c17K - 20K + Fully Expensed Car & Company Benefits,

Relocation expenses if appropriate

Our client is a World Leader in its field. The UK operation of this prestigious Blue Chip Company has a turnover in excess of £150m, with an outstanding growth potential.

Currently there are openings for ambitious Management-Accountants in two major divisions located in Central Berkshire. Each candidate should be fully qualified with the ability to demonstrate a high degree of computer literacy.

The position will report directly to the Controller and work closely with each Divisional Director. You will also liaise extensively with the Branch and Area Managers.

The roles are challenging and demanding, requiring first-class inter-personal skills together with an excellent commercial and industrial awareness. The successful candidates will be required to ensure the quality and integrity of all aspects of accounting and to contribute actively to business development.

The prima responsibilities will include: Operational Planning, Business Control, Budgeting and Systems Development. Experience of Multi-Site or Construction based Industry would be an advantage.

If you wish to become part of a dynamic team and can meet our Client's very high standards, please apply to Clive Pugh or Doreen Chatterton enclosing your personal Curriculum Vitae; or telephone: Wokingham (0734) 774200.

All applications will be treated in complete confidence.



Accountancy Staff Ltd, 35 Broad St, Wokingham Berks. RG11 1AU

ABACUS

COMMERCIAL CERTIFIED MANAGEMENT ACCOUNTANT TO £25,000
Splendid opportunity for a qualified person to gain five commercial accounting experience with a top London Chartered Firm. The successful candidate must be PC-Literate and innovative to aid systems improvement and development.
Contact Mr D. Green at ABACUS (Recruitment Consultants on 020 1473)

Financial Recruitment
01-930 1475
71 CHANCERY CROSS RD, LONDON EC2M 3BB

APPOINTMENTS ADVERTISING

For Further Information Call 01-248 8000

Tessa Taylor ext 3351

Deirdre Venables ext 4177

Patrick Williams ext 3694

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Paul Maraviglia ext 4676

KPMG Peat Marwick McLintock

Executive Selection & Search, 9 Creed Lane, London, EC4V 5BR.

EPSON Financial Accountant

£24,000 + car + bonus

Our client Epson (UK) Ltd, a subsidiary of the Seiko Epson Corporation, is a leading manufacturer and supplier of micro computers and peripherals. Due to exceptional growth they now require a young accountant to take total responsibility for the financial accounting function. Managing a team of nine staff, duties will include reviewing procedures and accounting practices, continuing implementation of computerised systems, improving and updating foreign exchange management, cash collection and short term funds forecasting, and developing and training staff.

The successful candidate will be a qualified accountant (ACA, ACMA, ACCA) with 2-3 years' post qualification experience gained in a commercial environment. The proven ability to manage change and the possession of good communication skills are essential for this position. Our client is currently based in Wembley, but relocating close to M25 between M1 and M4 by 1989. Interested candidates should write enclosing a full CV to Stephen Doyle ACA at Kingsbury House, 6 Sheet Street, Windsor SL4 1BG. Quoting Ref. SV 1065.



Michael Page Partnership

International Recruitment Consultants London Bristol Windsor St Albans Leamington Birmingham Nottingham Manchester Leeds Glasgow & Walsby

MANAGEMENT ACCOUNTANT

Leading firm of Solicitors

City c£24,000 + benefits

Our client is one of the City's major practices with a long established reputation and international presence.

It seeks a commercially experienced qualified accountant, aged mid to late twenties, for its management accounting department. The successful candidate must be able to make an immediate contribution to management reporting and the further development of computerised systems. Experience of PCs and good communication skills are therefore essential.

The dynamic environment and the success and growth of the firm will ensure that future opportunities will be forthcoming and that the position will provide excellent experience and challenge.

Please write with full career details or telephone David Tod BSc FCA on 01-405 3499 quoting reference D/710/RF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA

LLOYD MANAGEMENT

SUCCESSFUL JOB SEARCH

ARE YOU A SENIOR EXECUTIVE

SEEKING A NEW FINANCIAL APPOINTMENT?

We are the professionals who can advise and help you. Since 1982, Comnaught's executive clients have accessed unadvertised vacancies, obtained interviews, found the right jobs and reduced job search time. Contact us for an exploratory meeting. It is without charge and we will tell you if we can help and at what cost; it may be easier than you think. Express enquire about our special service.

London: 32 Saville Row, London W1X 1AG. Tel: 01-734 3679 (24 hours).
Bristol: Mazzo House, 78 Queens Road, Clifton BS8 1QX. Tel: 0272-226933.

Comnaught

AVAILABLE PER JUNE 1988

Financial Manager/Controller

International group preferred - Dutch national, age 40, experienced in UK & US reporting, prepared to travel.

Ref: 0862, Financial Times, 10 Cannon Street, London EC1P 4BT.

Divisional Accountant

A chance to plan for the future - yours and ours c.£25K + bonus + car + benefits

Flair, imagination, and a breadth of vision. Not sadly, the usual qualities asked of an Accountant, but this is no usual accounting position. We're looking for someone with special talents to head up the finance team at our Electron Tubes Division in Paignton. Special, because not only will your skills help complement our technical expertise, but also because you'll become a key part of our Divisional Management team, involved in Group management at a senior level. Very much a proactive role, this will involve you in managing a small team to maximise and ensure the efficient utilisation of our resources to produce the most advanced technology in the most cost-effective way.

Naturally you will need sound relevant experience in a manufacturing environment, and should be a graduate with ACMA qualifications. As well as a highly competitive salary we offer an excellent range of benefits, including a Company car. Of course, with such high profile exposure, your career prospects will be excellent.

Austin Knight Selection have been retained to advise on this appointment. Please telephone our Consultant Peter McMahon (0272) 221891 (office hours) or (0452) 856017 (evenings/weekends). Alternatively write to him quoting Ref S/336 at Austin Knight Selection, Kings House, Bond Street, Bristol BS1 3AE.

STC DEFENCE SYSTEMS ELECTRON TUBES DIVISION





THE CROW AND THE PITCHER FABLE 47

A CROW, ready to die with thirst, flew with joy to a Pitcher, which he saw at a distance. But when he came up to it, he found the water so low that with all his stooping and straining he was unable to reach it. Thereupon he tried to break the Pitcher; then to overturn it; but his strength was not sufficient to do either. At last, seeing some small pebbles at hand, he dropped a great many of them, one by one, into the Pitcher, and so raised the water to the brim, and quenched his thirst.

Skill and Patience will succeed where Force fails. Reason is the Mother of Invention.

ACCOUNTANTS/ECONOMISTS/MBAs to £40,000 + CAR

Reaching the top through business problem solving.

Aesop's fable, 'The Crow and the Pitcher', is a good illustration of how inventiveness can overcome adversity.

At Touche Ross Management Consultants we thrive on the addictive qualities of business problem solving, challenge and achievement: it is an informal environment where young professionals are encouraged to fulfil their potential whilst craning their necks towards the top of their speciality.

In both the private and public sectors we have earned an enviable reputation for technical excellence and performance over a wide, prestigious client base; a reputation we wish to enhance by bringing aboard a further complement of intellectually alert problem solvers.

As a management consultant with Touche Ross you will be called upon to tackle a range of project work emanating from small companies to multinationals, nationalised industries and government departments. For example, you could be assigned to a team advising on a major

organisation study, a management information system, or a profitability review for a bank, venture capital company, or newspaper publisher. The variety here is genuinely wide and challenging, as will be your opportunities.

To achieve success you will need to be a natural innovator, a born communicator and a quick learner. On the other hand, you must also be practical, logical and a good listener. All-in-all it takes commitment and courage and often involves pitching in at the deep end; but the rewards are high, both financially and in the context of job satisfaction. Salaries are in a broad range £25-40,000 plus a car, and partnership is achievable within 3-4 years.

Our educational requirements are a good first degree and preferably an MBA or appropriate accounting qualification. So, if you're aged 25-35 and you've a lot to crow about, please send a full cv, to: Michael Hurton, (Ref 2916), Touche Ross Management Consultants, Thavies Inn House, 3/4 Holborn Circus, London EC1N 2HB. Tel: 01-353 7361.

Touche Ross
Management Consultants

FINANCIAL CONTROLLER

F.D. Designate for expanding Retail Group

Central London £25,000 + car and profit share
An exciting opportunity for a high calibre Chartered Accountant to join a successful group, which includes a leading antiquarian book retailer.

Based in Piccadilly with other London outlets, our client now seeks a proactive individual with the ability to maintain sound group financial controls involving the management of a small accounts team.

Aged between 28 and 45 you should have the drive and strength of character necessary to influence at board level. These attributes, combined with proven administrative and technical skills and experience of computerised accounting systems, will make you the ideal candidate. In addition to the excellent salary package, benefits include pension and private health schemes.

Please apply in writing enclosing a full C.V. to Alison Mitchell, Saffrey Champness Consultancy Services Limited, Fairfax House, Fulwood Place, London WC1V 6UB

GROUP FINANCIAL ACCOUNTANT
c £20,000 Central London

Following a continuing programme of expansion and acquisitions a successful quoted engineering group requires a Group Financial Accountant at its Head Office to strengthen its finance team.

The Group Financial Accountant will be responsible for the consolidation of the Group's result, taxation, central accounting, together with a wide range of other tasks.

Candidates age 24-30 years should be qualified with sound financial accounting experience gained either in the profession or in the Head Office of an industrial group.

Please reply with full CV to:

The Group Finance Director, Box A0841, Financial Times, 10 Cannon Street, London EC4P 4BY

SET YOUR SIGHTS



Accountancy in the City To £35k + car

Eagle Star - part of the B.A.T. Industries Group and a major player in the world of international financial services. A company with a clear vision of its future, and the resources, expertise and sheer determination to achieve its business goals.

Over recent years we have not only built steadily on our traditional business areas, but we have also moved strongly into new spheres of financial services.

Naturally, with that growth comes new avenues of career opportunity within the Group. Currently, for example, we are seeking two experienced, high calibre Accountants to take up the following senior financial roles in our London Headquarters.

Taxation Accountant
c.£35k + car

This is essentially a corporate role, in which you will help to control the Group's taxation position.

Reporting to the Deputy Chief Accountant and Tax Controller, and heading a small team, you will principally be responsible for negotiating the Group's taxation liabilities with the relevant authorities, and for ensuring compliance with VAT and PAYE regulations.

In addition you will also oversee all taxation computations and will have a major input into taxation planning with regard to new business ventures and operations.

Our need is for an ambitious, qualified Accountant who can combine substantial accounting experience with a thorough specialist knowledge of general taxation legislation and PAYE regulations.

If you are also a member of the Institute of Taxation and have some experience of taxation within insurance companies, so much the better.

Chief Accountant
c.£30k + car

Mindful of the need for ever more varied and sophisticated financial management information, we have created a brand new post within one of our Group Companies, Eagle Star Investment Managers Limited.

As Chief Accountant, leading a 50-strong team, your key task will be to take the lead in developing new Management Accounting systems, whilst at the same time ensuring that existing systems (which include client investment and corporate management accounts) continue to run smoothly.

This excellent opportunity calls for a qualified Accountant, probably chartered, who has a proven record in

the development of management accounting systems. Ideally your experience will have embraced the financial services sector, although a knowledge of the insurance market is not necessary.

To succeed you will also need a flair for man-management and the character and personal credibility so vital to the management of change.

Candidates under 30 are unlikely to have acquired the depth of experience required for either of these positions.

Both positions carry a remuneration package designed to attract the very best. As well as the salaries indicated you can look forward to subsidised mortgage facilities, a company car, a non-contributory pension scheme and generous assistance with relocation expenses.

Prospects for career development both within Eagle Star and the B.A.T. Industries Group are first class.

To apply please write with full CV or telephone for an application form to: Ms Pam Wightman, Personnel Superintendent, Personnel Department, Eagle Star Group, Eagle Star House, Bath Road, Cheltenham, Glos. GL53 7LQ. Tel: 0242 221311.



Face the future with confidence.

International Stockbrokers

MANAGEMENT ACCOUNTING

City

c£24,000 + benefits

The London Securities House of one of the world's largest banking groups seeks to strengthen its financial control team by recruiting a young Chartered Accountant.

Ideally in your mid twenties, you should have qualified with a larger practice but need not necessarily have specific experience of financial services.

Reporting to the Financial Controller you will be involved in the introduction of new systems and gain an excellent insight into the support services of a substantial stockbroking practice. There will be close contact with the constituent departments of the firm in the monitoring and review of budgets and results. There will also be frequent reports for regulatory bodies as well as for the holding company.

Prospects in this expanding firm are excellent - and the range of fringe benefits includes a subsidised mortgage as well as a performance related bonus.

Please write, enclosing a career/salary history and daytime telephone number, to John P. Sleigh FCCA quoting reference J/713/MF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

FINANCIAL CONTROLLER

West Yorkshire

Salary negotiable c£20K + Car + Benefits



Our client is a privately owned, specialist extruder of plastics and window manufacturer and retailer, which has identified the opportunity for significant growth. They are seeking a Financial Controller with strong entrepreneurial, financial and business skills to assist in the next stage of the Company's progress.

Reporting directly to the Managing Director he will be responsible for management and statutory accounting, financial planning and the provision of enhanced management information. Experience of up to date methods of Work in Progress, Stock and Production Controls are considered useful assets as is computer literacy.

Candidates, ideally aged 28-34, will probably be graduate Chartered Accountants with an authoritative, innovative and intelligent approach and who possess in-depth financial experience gained in a fast moving environment where working under pressure is normal.

Interested candidates, who match these searching requirements, should send a detailed CV, including current salary to Paul Bailey quoting reference TH27 at Spicer & Oppenheim, Executive Selection, 29 Park Place, Leeds, LS1 2ST.



SPICER & OPPENHEIM

A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

Regional Audit Manager

c£40,000+car

City based

In the complex world of international banking nothing stands still for long. New products and services emerge, to keep pace with new business opportunities. Our client, as a leading U.S. commercially focussed bank, is committed to delivering innovative products and services designed to respond to changing commercial needs. Its professional commitment to its customers is reflected in its commitment to the recruitment of high quality professional staff.

Integral to its reputation for sound management and control is a fully integrated international audit function. Reporting directly to the U.S. head office, a Regional Audit Manager is required to review and control the audit of all London and European locations.

A qualified graduate Chartered Accountant (possibly M.B.A.) aged c 30 years with at least six years diverse audit experience is required. An understanding of complex financial instruments together with a sensitivity to systems applications will be essential.

The bank offers outstanding prospects for advancement together with an extremely attractive salary and benefits package.

For full details of this senior position please contact Roger Tittle M.A. on 01-831 1101, or send complete career details to the address below. The strictest confidentiality is assured.

the fleet partnership

Financial Recruitment Consultants, 37/41 Bedford Row, London WC1R 4JH. 01-831 1101 (24 hours)

Mortgage Manager

Business Development
North West
To £25,000, Bonus,
Outstanding Benefits, Car

This rapidly growing and very successful financial institution wishes to further develop its centralised mortgage lending business. A new position has been created to develop mortgage business through the banks, insurance companies and large brokers. Candidates, aged 25/40, should be of good educational standard with excellent negotiating skills. Successful experience is necessary in developing business with new services to major financial institutions. This is an unusually good opportunity to join one of the fastest growing companies offering all the benefits associated with a financial institution, including assisted mortgages and an extremely good relocation package, where necessary, to enable the right candidate to move to one of the most attractive cities in the North West.

S.A. Lievens, Ref: M13062/FT. Male or female candidates should telephone in confidence for a Personal History Form, 061-832 3500, Hoggett Bowers plc, St. James's Court, 30 Brown Street, MANCHESTER, M2 2JF.

Hoggett Bowers

Executive Search and Selection Consultants
BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD and WINDSOR
A MEMBER OF BLUE ARROW PLC

Financial Controller

North London c£26,000 + Car

A financial career with exceptional advancement opportunities has arisen in a technology-driven manufacturing subsidiary of a large successful multinational corporation.

As a result of internal promotion we are seeking a Financial Controller who will be responsible for the total finance and data processing function of this £8 million turnover business. Reporting directly to the General Manager, you will be expected to play an active role in strategic business planning and the overall commercial decision-making process.

You will be a qualified accountant,

preferably ACMA, aged 28-32, with experience gained in a production environment. You must be dynamic, self-motivated, ambitious and have strong interpersonal skills.

Career opportunities beyond this position are extensive and will provide the right person with a sustained level of challenge and interest.

If you are interested and meet the above requirements then please send your curriculum vitae and daytime telephone number to

Jon Anderson ACMA, Executive Division, 39-41 Parker Street, London WC2B 5LH, quoting ref. 504.



Michael Page Partnership
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Glasgow & Worldwide

Accountants... taking IT into the 90's

London £20-£30K + Car

Within Management Consultancy a requirement has been identified for dynamic accountants who appreciate the impact and importance of IT in the finance field.

We have at present a number of excellent opportunities for ambitious individuals within a prestigious Consultancy. You will benefit from:

- Involvement with a wide ranging client base.
- Progressive courses covering software packages for both mainframe and mini computers, project methodologies, systems analysis and design.
- The challenge of continuous change both in terms of technological advancement and the assignment of new projects on an ongoing basis.
- Excellent career prospects in both consultancy and line finance resulting from an in-depth knowledge of

accounting systems and techniques; problem solving expertise; exposure to senior decision makers.

Opportunities exist for young graduate calibre accountants with a good academic background, from newly qualified to candidates with up to 5 years' post qualification experience.

You must be able to demonstrate a keen interest or have a proven track record in the specification, implementation and update of computerised systems. In addition, strong inter-personal skills and the ability to operate effectively within a multi-disciplinary team of professionals are essential.

If you meet the above requirements and can take systems into the 90's please send your curriculum vitae to Alison Hill at 39-41 Parker Street, London WC2B 5LH quoting ref. 505 or telephone her on 01-831 2000 for further discussion.



Michael Page Partnership
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Glasgow & Worldwide

A MAJOR RETAILING OPERATION

DIVISIONAL FINANCE MANAGER

London Green Belt £25,000 + Executive Car

Our client, a major organisation in the retail industry, is seeking an ambitious and dedicated professional to join their young, dynamic senior management team. Having experienced rapid growth through acquisition and instigated an aggressive marketing campaign, they are now seeking to recruit an entrepreneurial, qualified accountant from a commercial background to assume a wide range of responsibilities, including:-

- Preparation of management accounts
- Capital expenditure appraisal/control
- Budgets and forecasts
- MIS development
- Group reporting
- Profitability analysis

Reporting to the Financial Controller, you will liaise extensively with senior non-accounting personnel and control a highly motivated team of ten professionals. You should be aged 25-35, with excellent communication skills and substantial business acumen.

An outstanding range of benefits includes a highly competitive salary, executive car, BUPA, permanent health insurance, substantial staff discounts and full relocation assistance where appropriate.



Please write, enclosing a full CV, quoting Ref: A132, to Simon Hewitt at Mervyn Hughes International Limited, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN. Telephone: 01-488 4114.

FINANCIAL SERVICES

Risk Control Management

Age 35-45 £35,000+ plus benefits

Our client is a major Plc with a wide range of financial services products sold throughout the UK. The Chief Executive wishes to appoint a chartered accountant to report directly to him at the level of Assistant General Manager.

The individual will head up a professional team running internal audit and compliance functions, ensuring that all areas of risk arising from external dealings and internal procedures throughout the Group are minimised.

You will be a mature professional with direct experience of a financial services environment seeking to take a visible managerial role with wide ranging influence throughout the Group. Reporting at the highest levels we would expect the successful candidate to use this opportunity as a stepping stone to future top line management positions. Leadership skills allied to intellect and tenacity are qualities which will bring success.

Candidates should write or telephone in the first instance to me, Robin Witheridge, consultant to the Group. All communication will be treated in strict confidence and your details will not go forward until you have been fully briefed and have given your consent.



Mervyn Hughes International Ltd, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN. Tel: 01-488 0155.

Newly qualified and looking to accelerate your career?

Internal Auditor

If you have high expectations, as a recently qualified accountant, you will be looking to join a successful forward moving company with opportunities for ambitious young professionals.

Our client is a major exploration and production subsidiary of a US international company with an extensive range of offshore oil and gas interests in the North Sea. As a result of internal promotion they seek a professional to join their internal audit function. The department is responsible for auditing all aspects of their onshore and offshore activities in the UK. This includes internal control, EDP, operational and joint interest auditing. Assistance is occasionally provided to the US Head Office audit function on overseas audits.

You will have immediate responsibility for co-ordinating the activities of audit teams, staff training and for providing advice to senior management.

Prospects for advancement are excellent, both within Audit and other financial areas of the company. Ambition, self-motivation, and diligence are all qualities vital to this role. You will be expected to have good interpersonal and communication skills, an ACA, ACCA or CIMA qualification and a minimum of two years' experience in accounting or auditing within the profession, industry or commerce.

A highly competitive salary is offered plus a full range of benefits including a non-contributory pension scheme and a generous relocation package where applicable.

Please send your CV for an application form to Andrew Goobey, Moxon Dolphin & Kerby, 178-202 Great Portland Street, London WIN 6JJ quoting reference no. 4052.

MOXON · DOLPHIN · KERBY

EXECUTIVE SEARCH & SELECTION

Group Financial Controller

(Finance Director Designate)

NW KENT
To £25,000 + Car

Our client is a leading manufacturer, wholesaler and retailer of quality commercial catering equipment. The Group provides to the catering industry the full range of products required to install and operate a commercial kitchen. This family-owned and managed company has a turnover approaching £10m and is planning significant growth in the near future.

The Group now seeks a professionally qualified and experienced accountant to join the young group management team and provide a much needed financial input to the Board. Key responsibilities will include:

- financial direction and control of the Group
- financial reporting
- developing and monitoring management accounts
- further implementation of the computerised MIS
- cash and treasury management
- management of the Group accounting function
- implementation of cost control systems.

Ideally, the Group Financial Controller will be an ACCA or ACMA with senior manufacturing and retail experience, probably of subsidiary or branch level. Candidates in their 30s probably will have had sufficient experience, yet fit into the young management team. Appointment to the Board is expected for the person who makes the desired contribution.

Please write, enclosing a concise CV including day time telephone number, to Steve McBride, explaining why you feel you are right for this important position.

ROBSON RHODES

Chartered Accountants

Management Consultancy Division,
186 City Road, London, EC1V 2NU.

Financial Controller - Banking

A unique opportunity to become a major influence in the UK operation of a prestigious European Bank.

This position will appeal to an experienced accountant who is currently a head of an accounting function and is ready to move up to a management role, supporting senior and general management in strategic and budgetary decision making, having ultimate responsibility for accounting principles and also development of Management Information Systems. Reporting direct to the General Manager, this is a high profile position in the London Branch.

The successful candidate will be a qualified accountant and should ideally possess several years experience as head of an accounting function in an international bank, an awareness of the trends in usage of new financial instruments and an appreciation of the current regulatory environment.

Salary is negotiable and will reflect the importance of the position. In addition a first class benefits package, including company car, is offered as one would expect from a leading financial institution.

To apply please write, enclosing your Curriculum Vitae, to

**John Parker, Head of Personnel
Amsterdam-Rotterdam Bank N.V.
101 Moorgate, London EC2M 6SB**



Amro Bank
London Branch

Jonathan Wren

EUROPEAN REGIONAL AUDITOR ACA

c£20,000 + banking benefits

Our client, a major US financial services corporation, with its international headquarters in London and a European branch network, wishes to recruit an individual for the above vacancy.

THE CANDIDATE:

Applications are sought from candidates who match the following criteria: Motivated graduate ACA's who have recently qualified, with strong audit skills. First class inter-personal and analytical skills are essential, as is the ability to work within a team environment. 30% European travel is envisaged.

PRINCIPLE RESPONSIBILITIES:

- Operational and financial evaluation of the organisation's functional effectiveness.
- To provide written and verbal recommendations regarding audits.
- To propose remedies to any weaknesses or shortfalls found.
- To lead and manage auditors/contributing to audit methodology and drafting final reports.
- To establish relationships with business managers and their functions with a view to providing advice and guidance on a wide range of issues.

Career opportunities are excellent both within audit and, in the medium term, elsewhere within the organisation.

Contact Brian Gooch on 01-588 7756 or forward a detailed curriculum vitae.

LONDON HONG KONG SINGAPORE SYDNEY

Jonathan Wren

Recruitment Consultants
34 London Wall, London EC2W 5EA. Tel: 01-588 7756

FINANCE DIRECTOR

North of England c.£30,000 + Car + Attractive Benefits

Our Client deals in machine tools from three main operating bases in the West Midlands, Lancashire and Yorkshire.

A Finance Director, with a demonstrable track record of success to date, is sought to further strengthen the Board. This represents a demanding and rewarding career opportunity, which will involve the successful candidate in a company which has recently grown rapidly through acquisition.

Previous experience of company flotation would be a distinct advantage to the chosen candidate.

The Finance Director will take a close involvement in all aspects of the company's trading, commercial and strategic decisions, together with the requirement to control the finance function and monitor the overall financial performance of the business.

The selected candidate will be a dynamic young Accountant, probably in the 30 to 35 age range, with significant experience gained in a commercial environment. As a qualified Accountant, preferably FCA, you will also have good communication skills and the ability to relate to people at all levels. An attractive remuneration package, comprising share options and relocation expenses is offered.

Please apply in writing with full career and salary history details, quoting reference B/115/88 to Damaris Marron.



Peat Marwick McLintock

Executive Selection
Peat House, 45 Church Street, Birmingham B3 2DL.

Financial Controller

Housebuilding

Midlands c.£27,000 + Executive Car

Our client is a highly respected and profitable subsidiary of a prestigious UK Group engaged in construction, housebuilding and property development. Following internal promotion they now need to appoint a Financial Controller for the Housebuilding subsidiary. The Management team is young, aggressive and professional, and the company has a remarkable growth rate which will provide excellent prospects for the high flier.

Responsibility will be for the full accounting function, but will major on future planning, business reviews, cash and profit forecasting and special projects. You will work very closely with your Managing Director who will be looking for a significant input into the commercial aspects of the company's activities. You should be a qualified accountant, probably aged 28 to 35, with the creativity, commercial flair and strength of character to be part of this lively and highly successful team. Exposure to computerised accounting systems and knowledge of micros is essential. A background in the Construction industry would be highly desirable.

In addition to negotiable salary, the post carries an excellent benefits package including pension, car, BUPA, share options and relocation expenses.

Please telephone or write with career details, in complete confidence to Philip Withey, the client adviser, quoting ref. P711.

RNW Associates

Haston House, 44 London Rd.,
Staines, Middlesex TW18 4HD.
Tel: Staines (0784) 58327 or 63732.

EXECUTIVE SEARCH AND SELECTION

Group Financial Controller

Career appointment
Watford, Herts

Our client, Thomson Regional Newspapers Limited is the largest regional newspaper publisher and one of the foremost technological advanced groups in the United Kingdom and part of the well known and progressive International Thomson Organisation. To take account of internal promotion there is a need to recruit a capable and commercially minded financial executive, who will report to the Finance Director, and support the subsidiary companies' management in developing their business plans and

performance. Applicants, aged, ideally 28 to 35, in possession of a major accounting qualification and/or business degree, must offer sound experience in financial functions including planning, in general management environments, and ideally a multi-plant operation. They must be practical in approach with strong communication skills in order to work successfully with senior management in developing and interpreting business plans. In addition to salary, benefits will

include a fully expensed car, pension and private health arrangements and five weeks holidays per annum. This opportunity offers personal and career opportunities in a developing and growth situation. Applicants interested should write enclosing a full CV and current salary, quoting reference MCS 7229 to Michael R Andrews Executive Selection Division Price Waterhouse No. 1 London Bridge London SE1 9QL.

Price Waterhouse

FINANCIAL DIRECTOR KENT/SURREY

Young qualified Accountant (28-35) required to act as Financial Director for small but rapidly-growing company. USM notation imminent. Attractive package for the right candidate. Apply to: Box A0843, Financial Times, 10 Cannon Street, London EC4P 4BY

CHIEF ACCOUNTANT/ COMPANY SECRETARY

Croydon Manufacturer seeks young qualified accountant for challenging role. £19,000 + Car. Robb Peterson ACA, Compass Staff, Tel 0852 47046

Unit trust administration City/East Anglia c£40,000 + car

For the newly independent asset management arm of a leading City institution, part of a major UK public company with wide international interests. The group's unit trusts have so far been administered externally. The task now is to set up a complete in-house administration from scratch. Reporting to the Chief Financial Officer, this is an exciting opportunity to build your own team and establish a discrete unit within a rapidly developing fund management organisation. Probably a qualified accountant in your 30s, you must have substantial management experience at a senior level in unit trust administration, either gained directly or from a consultancy specialisation. Ideally, you will also have already taken the initiative in establishing a new organisation in this field. Résumés, with daytime telephone numbers, should be sent to Daphne Silvester quoting reference DS894.

Coopers & Lybrand Executive Selection

Coopers & Lybrand Executive Selection Limited
Shelley House 3 Noble Street
London EC2V 7DQ

Accountancy Personnel

Placing Accountants First



The Phoenix Timber Group plc ASSISTANT TO GROUP CONTROLLER

Rainham - Essex to £21,000 + Car + Package
This fast expanding and highly acquisitive group of companies requires a recently Qualified Accountant, looking for a Group Head Office Position within a growth orientated commercial environment. The role is varied and challenging, with excellent medium-term career prospects, covering acquisitions, systems development, design and improvement, ad hoc work and 'trouble shooting', as well as main-stream accounting. The position will involve extensive travel throughout the UK and a significant amount of time could be spent away from Head Office working in current or prospective subsidiaries. If you offer a sound technical background, computer literacy and a commercial, self-motivated approach call 01-638 3865 Ref. JF or send a Curriculum Vitae.

For further details, please contact:
Accountancy Personnel
63/65 Moorgate,
London EC2R 6BA.
Tel: 01-638 3865



PROPERTY MANAGEMENT ACCOUNTANT

Norwich £neg + first class benefits
Norwich Union is one of the fastest growing insurance and financial services groups in the UK, a market leader and an equal opportunities employer. A UK investment portfolio of over £3 billion puts the Estates Division in the forefront of commercial property developers. Continuing success and growth has created an outstanding opportunity for a qualified accountant with related property experience to join the existing team. The successful applicant will be responsible for a team of 15 people charged with the day to day financial and management accounting function and be actively involved in the development of related systems. The negotiable salary is backed by a first-class benefits package and reflects the importance we place on this key position. In addition, a generous relocation allowance is available.

For further details, please contact:
Accountancy Personnel
Dovey House,
Castle Meadow,
Norwich, NR1 3BY
Tel: 0603 780141



FINANCE DIRECTOR DESIGNATE

Cleveland c£20,000 + Car + Benefits
Our client, an established name in the field of engineering contracting, is forming its autonomous Northern Branch Operation into a separate company to meet expanding market demands and now seeks to recruit a qualified accountant capable of achieving early appointment to the Board. The role is a challenging one, demanding strong technical and communication skills, a sound knowledge of computers, and experience of controlling an autonomous finance department in an entrepreneurial environment, preferably within the engineering industry.

For further details, please contact:
Accountancy Personnel
Victoria House,
159-163 Albert Road,
Middlebrough,
Cleveland, TS1 2PX
Tel: 0642 228716



SPICER & OPPENHEIM A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL MANAGEMENT SERVICES & AUDIT Peterborough

Our Peterborough Office offers newly or recently qualified accountants a challenging and progressive career opportunity. We are looking for individuals to form part of a team involved in investigations, business planning and the provision of other management services to clients, as well as being involved in a supervisory capacity on our larger audit work. Your salary will fully reward your experience and ability and there is excellent opportunity for early promotion to manager.

For further details, please contact:
Accountancy Personnel
13 Cavell Court,
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Tel: 0753 558517



WRAXAL FINANCIAL ACCOUNTANT

Warwickshire £17,000 + Benefits
Our client, WRAXAL DISTRIBUTION LIMITED specialises in the import and distribution of power transmission and hydraulic products within the EEC. This new role offers an ideal opportunity to take responsibility for day to day accounting. Need a small team, produce monthly figures and be actively involved in developing financial disciplines. You will be an energetic qualified accountant or exceptional finalist, technically versatile and commercially aware. The attractive salary package is supported by their large group benefits.

For further details, please contact:
Accountancy Personnel
4a Copthall House,
Station Square,
Coventry, CV1 2PP
Tel: 0203 57202

Financial Director

West London from £40,000 + car + benefits

Our client is one of Britain's most successful private international construction and development companies with a turnover in excess of £100 million. Its corporate interest lies extensively in property investment and trading, commercial construction and private housing. Current major areas of activity are the UK and USA.

The Financial Director, who will have the prospect of becoming Chief Executive, will be responsible for corporate review and all group financial reporting systems, financial budgets, planning and all group complex taxation matters. This is a pro-active role and includes leading potential acquisition investigations, facilitating the financing of property developments and advising the Board on all financial matters concerning the group.

Aged 32-48, you are likely to be a CA with a proven track record of developing financial and business strategies at group level. Exposure to international business markets, particularly the USA is desirable, but of overall importance is the quality of commercial flair and business acumen.

To obtain further information, please send a detailed CV, in strict confidence to Charles R. S. Cotton or telephone Elizabeth Lang on 01-353 1244.
Ludgate House, 107-111 Fleet Street, London EC4A 2AB

ASA International



DIVISIONAL FINANCIAL CONTROLLER

Surrey c.£23,000 + car

OUR CLIENT is a rapidly expanding PLC specialist retailer of accessories for the home. It is now vigorously developing the trade side of its operation. Quality of service will continue to be the key feature in the success of this volume-sensitive business.

THE ROLE is to manage and develop the total financial and management accounting function, responding to the changing and growing needs of the business. Initially the task will be to integrate the accounting function into the group environment including the adoption of new procedures and timetables.

THE REQUIREMENT is for a qualified accountant with the ability to combine theory and enthusiasm with a practical, tight but tactful approach to the detail of the business. As a key member of the Divisional Managing Director's team, there will be a continuing need to work closely with Group.

THE REMUNERATION PACKAGE, negotiable at about £23,000, will include a car and PFI and career prospects are considered excellent.

Please reply in complete confidence enclosing a CV and quoting reference 176A to the Managing Director

Tanstead Associates Ltd

Executive Search and Selection
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FINANCIAL ACCOUNTANT LONDON c: £21,000 p.a.

The Financial Times Group, publishers of Europe's leading Business Newspaper and other business products is a diverse and expanding organisation.

Reporting to the Group Accountant, the Financial Accountant will be actively involved in the day to day running of the central Finance Department in addition to responsibilities for preparation of Statutory Accounts, Corporation Tax Returns, Financial and Cash Flow Reporting to both Group Management and its parent company Pearson plc.

Candidates must be qualified accountants and will probably be in their mid-twenties with a background in a major professional firm. They should be self-motivated, enthusiastic and good communicators.

This post offers an excellent opportunity for a first move from the profession and provides scope for gaining wide-ranging experience in an exciting commercial environment.

Please apply in writing enclosing a full C.V. to:

Mr Martin Cressley, Group Financial Accountant,
The Financial Times, Newspaper House,
8-16 Great New Street, London EC4 3TS



FINANCIAL/MANAGEMENT ACCOUNTANTS

London EC1 c.£20,000 + Car + Benefits

Our client is a well established London-based Restaurant group which is moving through a period of rapid expansion and restructuring following a number of recent acquisitions. With expansion set to continue and the likelihood of a listing later this year the group is seeking to strengthen its financial management team by recruiting two Chartered Accountants, preferably with recent commercial experience, to be responsible for a wide range of financial, budgetary and accounting matters.

The ideal candidates will have initiative, will be ambitious and self-motivated, and will have an ability to communicate at all levels. A good working knowledge of computerised accounting systems would be required.

Please apply in confidence with CV and daytime telephone number to:

Neil Sumner, Gerald Edelman
25 Harley Street, London WC1

INTERNAL AUDIT MANAGER

BANKING

Central London to £27,000 plus car

Our client is the UK branch of a major Far Eastern bank whose business focuses on capital markets and corporate banking activities. Assets of the UK branch are in excess of £11 billion.

As a result of significant business expansion there is a need to appoint an internal audit manager to establish the audit function and report directly to the general manager. Key areas of responsibility are to ensure that satisfactory controls are maintained and operated within the branch and to play a major role in the introduction of new computerised systems in the near future.

Applicants, aged 28 to 40, should be qualified accountants from one of the major professional firms, who are familiar with sophisticated computerised systems and have sound knowledge of banking. The ability to work autonomously and establish credibility throughout an organisation is essential.

Please send career and personal details quoting reference F/278/A to Carrie Andrews.

Ernst & Whinney
Executive Recruitment Services
Becker House, 1 Lambeth Palace Road, London SE1 7EU

Group Finance Director

North London Salary c.£30,000 + Car + Options

Our clients, a dynamic, expanding, privately owned Property Group have established a sound reputation and consistent profitable growth. They aspire to take the firm to the Unlisted Securities Market and recognise the crucial role that a full time Finance Director would have in planning and monitoring the firm's business and financial affairs.

Reporting to the Chairman, the successful candidate will have full responsibility for the financial role, the development of systems, the financial strategy and treasury management. Candidates, aged 27-35 will be graduate Chartered Accountants who can demonstrate strong personal attributes and practical success in planning and managing finance preferably gained in a property investment or financial services environment. Good management and systems appreciation and development and a sound interface with "City" institutions are essential requirements to this post.

Interested candidates, who meet these demanding criteria, should send a detailed CV including current salary to Don Day FCA, quoting reference LM011, at Spicers Executive Selection, 13 Bruton Street, London W1X 7AH.



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Financial Analysis and Planning Manager

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Our client's expertise in their specialist area of high technology is respected the world over. UK turnover alone exceeds £40 million and continuing business expansion has now created the need for an additional, finance professional.

Reporting to the Financial Director, you'll play a key role in the preparation of budgets, forecasts and analysis along with the provision of vital management information that will have a direct bearing on the company's development.

A qualified accountant with a good track record in a commercial or industrial environment, it's unlikely that you'll be aged under 25. As a member of the management team, you'll need good

interpersonal and presentation skills plus sound analytical and business judgement. In return, there's an excellent rewards package, plus the opportunity to join a well established company offering scope for career advancement. Relocation assistance is also available, where appropriate.

Please telephone Barrie Witt on 021-456 1385 (office hours) or 06845 66477 (evenings) or write with full CV, quoting ref LS750 to Austin Knight Selection, Incom House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP

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Rapidly expanding engineering company requires two qualified accountants on short-term contracts (2 - 4 months). Salary pro rata to £25,000 p.a. Experience in manufacturing environment an advantage. Age no barrier - experience will count in these challenging positions. Retired Finance Directors considered.

Full CV to

Box A0840, Financial Times,
10 Cannon Street, London EC4P 4BY

FINANCIAL CONTROLLER

£25k+

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To head finance and administration functions in an eminent company in this country's fresh food industry. This one's a little different... please contact Paul Cherry at Tripos Consultants to find out more in confidence.

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International Consultants in Food and Agriculture

Financial Planning Manager**Cheltenham****Career Prospects + Attractive Package**

This newly created position within a manufacturing division (t/o £30m) which is marketing led, reports to the Financial Director.

The role will have responsibilities for a small team to develop the management reporting systems in addition to financial planning, evaluation of new product developments and expansion plans through both organic growth and possible acquisitions.

Candidates, age indicator 28-33, should be qualified accountants possessing good inter-personal skills, having worked with sophisticated systems and senior executives.

An attractive remuneration package

includes a bonus scheme, fully expensed car and if relevant relocation expenses. Proven success should lead to promotion within this UK group plc.

Please write or telephone enclosing full resume quoting ref: 215 to:

Nigel Hopkins FCA,
97 Jermya Street,
London SW1Y 6JE
Tel: 01-839 4572

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FINANCIAL SELECTION AND SEARCH

FINANCIAL CONTROLLER**RECORD INDUSTRY**

Small, though a household name with excellent growth prospects, our Client is the autonomous subsidiary of a US parent. A marketing/distribution company with the majority of product "licensed in" for the high-volume market, they also have involvement in mid-price record production, distribution for third parties, and have recently entered the video sector.

Reporting to the General Manager and controlling the whole finance function, the role places particular emphasis on Royalty Accounting (including development of a Royalty Accrual system), together with taxation, cash flow management and systems development. Controlling seven staff, the role also embraces provision and improvement of all management information, with particular emphasis on analytical information generated by the use of spreadsheet modelling.

Candidates will be qualified Accountants, 23-30, with experience of Royalties, Marketing and Distribution ideally gained in a Record Company or via relevant audit experience. A "hands on" role, there are clear medium-term prospects to a Directorship.

Please apply directly to Greg Ripley at Robert Half, Freeport, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone 01-836 3545.

Financial Recruitment Specialists
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DIVISIONAL FINANCIAL CONTROLLER**(Director Designate)****Sutton, Surrey****Package c.£30,000 + car**

Our client is a major British plc which is re-structuring its interests in the rapidly expanding markets for mobile communications and electronic security protection systems and this creates an opportunity for a dynamic and commercially astute accountant.

Reporting directly to the Managing Director of the Group's Communications and Electronics Systems Companies, the Financial Controller will assist in implementing the strategic development and have complete responsibility for tight control of the financial aspects of the business including Group reporting, budgeting and planning, cash management, financial and management controls and acquisition appraisal.

Candidates should be qualified accountants in their mid 30's to mid 40's. A positive and entrepreneurial operating style should be combined with sound technical and business acumen gained from professional, commercial and ideally service orientated roles. Experience of computer based accounting and management information systems is essential along with strong interpersonal skills.

To apply, please send full career details, quoting reference 109/4, to John Allen, Breakthrough Appointments, Prince Rupert House, 64 Queen Street, London EC4R 1AD.

Appointments**Advertising****Appears on****Wednesday****and****Thursday****£47 s.c.c****Premium****Positions****£57 s.c.c.****Group Chief Accountant****West London Package c.£40k+ car**

Our client is one of Britain's leading Engineering and Construction Groups, operating in some 70 countries worldwide, generating £2.5 billion of sales from 50,000 people.

The need is for a young, dynamic Group Chief Accountant, part of a small head office team, to take responsibility for all Group financial accounting including the control of a substantial financial data base and MIS.

In addition to the coordination of all accounting, budgeting and reporting requirements, the Chief Accountant will perform a key role in the overall financial management of the Group, supervise the parent company's accounts department and be responsible for the development of systems.

This key role requires a chartered accountant, preferably aged mid 30's, with strong technical skills and previous experience of a major accounting system within an international group involving complex consolidation.

Candidates must be used to working under pressure with a small support staff and sophisticated data processing systems.

As this is the main accounting interface for the Group, good interpersonal skills and an ability to command respect, both through technical knowledge and personality are essential.

Success in this position could lead to further career opportunities within the group.

Please write in confidence enclosing full career summary and indicating current salary level to Peter Makin, quoting reference 1346.

Odgers

MANAGEMENT CONSULTANTS
Odgers and Co Ltd, One Old Bond St,
London W1X 3TD, 01-499 8811

Group Finance Controller**Yorkshire c. £25k + car + benefits**

Our client is a UK based PLC with substantial overseas interests and worldwide turnover in excess of £150 million. Manufacturing a range of engineering products the Group is recognised as a market leader, and is now moving into a period of significant growth.

Joining a central team led by the Group Finance Director, the role encompasses all aspects of PLC group accounting including:

- Corporate consolidation
- Development of group accounting systems
- Group accounting standards
- Investment appraisal
- Post acquisition integration.

The Group is currently reviewing all corporate accounting practices and systems and the Group Finance Controller will play a leading role in the design, development and introduction of new systems.

The successful applicant will be a qualified accountant with strong technical skills and a good knowledge of UK tax. He or she will have an organised and thorough style, coupled with an ability to see the wider issues, and fit into the team and contribute.

Applicants from the profession will be particularly welcome.

The package includes a fully expensed quality car, private medical insurance, non-contributory pension scheme and relocation assistance.

To apply write to Caroline Dunk with a brief career history including details of current earnings.

Deloitte Haskins + Sells

Cloth Hall Court, Infirmary Street, Leeds, West Yorkshire LS1 2HT

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In the fast-moving financial services industry, sound financial planning is vital to success, so the importance of the American Express Business Planning and Financial Analysis department speaks for itself.

As a Financial Analyst in our Brighton Headquarters, you will contribute to the co-ordination and control of regional budget and forecasting operations. In particular, you will analyse and prepare the data upon which senior management base their regional pricing and investment decisions, so you will need to have the ability to set priorities, identify significant facts, and turn raw data into a useable financial tool.

To meet the demands of this highly responsible role you should be a graduate or a recently qualified Management Accountant, or a finalist in a related business discipline. It is essential that you have between 1 and 3 years' experience, preferably in a multi-national environment, and you must be PC literate.

Finally, your ability to work well under the pressure of deadlines must be matched by both ambition and enthusiasm, since this is an unrivalled career opportunity offering you unlimited potential for advancement within an organisation where high performance is both encouraged and rewarded.

In return we offer an excellent salary and an impressive range of benefits which include mortgage subsidy, private medical care scheme, free life assurance, non-contributory pension scheme and relocation if appropriate.

Interested? The please send your detailed c.v. to: Mike Whippy, American Express Europe Limited, Amex House, Edward Street, Brighton BN2 2LP.

GRADUATES/ MANAGEMENT ACCOUNTANTS WITH 1-3 YEARS' EXPERIENCE**AMERICAN EXPRESS****Operations Accountant Seeking Mobility?****Mix Business With Leisure!****From £20,000 + Car**

Being the largest Division of one of the U.K.'s most successful, rapidly expanding Catering and Leisure organisations, my client operates a chain of Social Clubs, Nightclubs and other associated venues throughout the country.

Following recent major restructuring throughout the Group, an excellent career opportunity has now arisen for an OPERATIONS ACCOUNTANT to join the divisional head office team, based in central London. In this capacity, you will support operational management by providing, for example, financial/variance analysis, forecasting, the monitoring of overheads/margins, investment feasibility studies and the identification of profit improvement opportunities.

Thus, you must be a commercially aware, enthusiastic, energetic and qualified Accountant, perhaps possessing some relevant experience in a multi-site, fast-moving retail/leisure company environment. However, you could well be appropriate straight from the profession if you have all the right qualities.

In any event, you do have a thorough understanding of computer-based accounting systems, accounting and planning techniques, variance analysis and investment appraisal procedures. A willingness to be highly mobile, an ability to work calmly under constant pressure and the possession of excellent planning and budgeting skills are also essential. You are likely to be aged 24-29 years.

Benefits additional to a negotiable salary as indicated include a company car, pension/private health schemes, staff discounts and relocation assistance if necessary. Future career prospects are exceptional.

If you genuinely believe you are sufficiently "out of the ordinary" to match our rather singular requirements on this occasion, then please ring or preferably write (in total confidence) to me, Richard J. Sowerby, Sowerby's (Selection) Ltd., Personnel Consultants, 500 Chesham House, 150 Regent Street, London W1R 5EA. Tel: 01-439 6288.

Sowerby's Selection**Internal Audit Manager****ELDERS FINANCE GROUP UK LIMITED****Elders****Elders**

An Internal Audit Manager is required to support the growth of Elders Finance Group in the UK and Europe. Reporting to the Controlling Audit Manager in Australia, this role will have full responsibility for internal audit appraisals. The scope of the role is wide including operational, statutory, compliance and other assignments. The ideal candidate will be a qualified accountant with significant internal audit experience in a relevant organisation. Merchant Banking or similar experience would be particularly useful. An attractive remuneration package will be offered to the right candidate.

Applications to include a full C.V. should be sent to the Personnel Manager, UK/Europe, Elders Finance Group Ltd., 73 Cornhill, London EC3V 3QQ.

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SECTION II - COMPANIES AND MARKETS

FINANCIAL TIMES

Thursday April 28 1988

CONSISTENCY,
PROFITABILITY,
LEADERSHIP+VISION.
WOLSELEY



Mr Lee Iacocca: Embarrassed by \$18m pay for 1987

to have prompted Chrysler to maintain its aggressive sales strategy, and the company announced that it would increase this year's production target by 100,000.

Lower operating costs lift Du Pont profits by 51%

BY JAMES SUCHAN IN NEW YORK

DUPONT, the biggest US chemicals producer, yesterday capped a strong recovery for the US chemicals industry with the announcement of 51 per cent increase in first-quarter earnings.

The group, based in Wilmington, Delaware, said the earnings increase came from good improvements in agricultural and industrial chemicals, coal, petroleum, polymers and fibres.

Mr Richard Heckert, chairman, said: "The solid gain in first-quarter performance reflects continued strong worldwide demand and further progress in reducing costs and improving overall efficiency."

PepsiCo bubbles with 52% increase

By Our New York Staff

PEPSICO's first-quarter earnings have jumped 52 per cent as the US soft drinks market continues to show robust volume growth. The group's snack-foods and restaurant businesses also improved strongly.

Chrysler first-quarter hit by prolonged price war

BY ANATOLE KALETSKY IN NEW YORK

AGGRESSIVE price cutting and rebates in the US car market left Chrysler, the third largest US motor manufacturer, with a disappointing 24 per cent fall relative to 1987 returns.

On Wall Street, the company's stock fell 4% to \$23 1/2 in active trading soon after the results announcement, while shares of the other two US motor manufacturers rose slightly in line with the market as a whole.

Mr Lee Iacocca, Chrysler's chairman - who admitted yesterday he was embarrassed by his 1987 compensation of nearly \$18m - said the results had reflected a "conscious decision to go for higher market share, which generated increased marketing costs and an aggressive pricing strategy."

USX buoyed by steel recovery

BY OUR NEW YORK STAFF

USX, America's biggest steelmaker, which is also a big oil producer, made net profits of \$157m or 53 cents a share in the first quarter, on sales of \$4m. The results were not comparable with 1987 figures because of the steelworkers' strike which caused a \$72m first-quarter loss.

"The corporation expects further profit improvement in the second quarter and continued strong financial performance for the remainder of the year," he said. "We see no let-up in demand nor a softening of prices for steel products. We are finally putting to rest the image of a rust-belt industry and replacing it with an image of a highly productive, lean and profitable worldwide competitor."

The adjusted growth rate is 52 per cent to give "one of PepsiCo's best growth quarters in history," according to Mr Wayne Calloway, chairman. Sales were up 18 per cent at \$3.6bn.

Chevron advances to \$653m on disposal of Angolan interests

BY OUR FINANCIAL STAFF

CHEVRON, the big US oil group, has continued the trend set by its rivals and lifted first-quarter net earnings from \$36m or \$1.06 a share to \$63m or \$1.51. Revenues rose from \$6.5bn to \$7.5bn.

Worldwide capital and exploratory spending, including Chevron's share of affiliates' expenditures, were \$68m in the quarter, up 12 per cent from a year earlier. Earnings also rose sharply at Shell Oil, which is now a wholly-owned subsidiary of Royal Dutch/Shell Group. Net profits leapt from \$106m in the first quarter of 1987 to \$1.24bn, but the latest quarter net includes a gain of \$900m from an accounting change. Revenues advanced from \$4.5bn to \$5.0bn.

Control Data falls to \$7.7m

By Roderick Oram in New York

CONTROL DATA, the Minneapolis-based computer systems and service group, has reported a fall in earnings which indicates it is still trying to make its substantial restructuring of the past two years pay off.

Primerica hit by special items

BY OUR NEW YORK STAFF

PRIMERICA, the US financial conglomerate created by Mr Gerald Tsai from the corporate shell of the American Can business, made net profits of \$35.7m or 95 cents a share in the first quarter.

However, last year's results did not include profits from Smith Barney, Primerica's recently acquired investment banking and stockbroking subsidiary. Smith Barney contributed \$14m to Primerica's pre-tax operating profits of \$125m in the latest quarter.

Primerica's quarterly revenues were up 26 per cent at \$1.02bn, with much of the advance due to the Smith Barney acquisition.

Nortel income shows slight fall to US\$57m

BY OUR FINANCIAL STAFF

NORTHERN TELECOM, the world's largest supplier of digital telecommunications systems which is 52.3 per cent-owned by Canada's BCE, reported a marginal decline in first-quarter earnings to US\$67.6m or 23 cents a share on revenues up 5 per cent to \$1.2bn, writes David Owen in Toronto.

Advertisement for SHOWA ALUMINUM CORPORATION. Includes text: "U.S. \$120,000,000 4 1/8 per cent. Guaranteed Bonds 1993 with Warrants". Lists various international financial institutions like Nomura International Limited, Salomon Brothers International Limited, etc.

Nova backs off from Polysar

BY ROBERT GIBBENS IN MONTREAL

NOVA, the big Canadian energy and petrochemicals group, has backed away from its C\$700m (US\$566m) bid to buy Ontario's Polysar Energy and Chemical after building up a voting interest of 25 per cent.

Mr Blair said in Calgary yesterday that Nova would not raise its bid, while Mr Isautier has invited other groups to offer for Polysar assets.

Analysts say Cantera is worth nearly C\$2m. Other companies such as Texaco Canada, BP Canada and Shell Canada have been looking at the unit, but Nova already has 12 per cent of the company and is likely to sell this to Husky.

Noranda to spend C\$20m in copper mine reopening

BY ROBERT GIBBENS

NORANDA, the Canadian metals group, will spend C\$20m (US\$15.5m) to reopen its Gaspe copper mine at Murdochville, about 600 miles north-east of Montreal, because world copper prices have risen to around US\$1 a pound.

USAir slides into loss but sees improved position

BY OUR FINANCIAL STAFF

USAIR GROUP, the US airline holding company which recently acquired Piedmont Aviation and Pacific Southwest Airlines, yesterday reported an \$18.8m first-quarter loss but said it returned to profitability in March.

Barclays wins £921m rights issue approval

BY DAVID BARCHARD IN LONDON

SHAREHOLDERS at an extraordinary general meeting yesterday approved proposals by the board of Barclays Bank, the large UK clearer, for a rights issue of £921m (£1.6bn), with 95m of the proxy votes in favour and 11m against.

Noranda to spend C\$20m in copper mine reopening

BY ROBERT GIBBENS

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INTL. COMPANIES AND FINANCE

BTR Nylex rights to fund ACI bid

BY CHRIS SHERWELL IN SYDNEY

BTR NYLEX, the 63 per cent owned Australian subsidiary of the British BTR group, yesterday announced a \$750m (US\$721m) rights issue to help it acquire full control of ACI International, the packaging and building products company.

With interests in conveyor belts, gearboxes and plastics, BTR Nylex is one of Australia's fastest-growing companies. ACI has timber, ceramics, packaging and glass operations and interests in resources, notably coal.

Qantas chief adds to airline sell-off debate

BY OUR SYDNEY CORRESPONDENT

THE ENERGETIC debate over the future of Australia's two state-owned airlines escalated yesterday with fresh pressure on the Labor Government for at least partial privatisation.

altering the airline's status from statutory authority to incorporated company - a direct response to the advisory body's suggestion that the airline should be restructured as a commercial enterprise.

Brierley to sell stake in NZI

BY DAI HAYWARD IN WELLINGTON

BRIERLEY INVESTMENTS (BIL), Sir Ron Brierley's New Zealand company, is looking for a buyer for its 35 per cent holding in NZI, a leading insurance and financial services group.

Mr Collins said BIL would be severely hit by this new legislation as it would have to pay extra tax on all its overseas companies.

Keen demand for Victoria utility trust

BY GORDON CRAME

THE VICTORIA state government in Australia has encountered an unusually structured \$500m (US\$484m) public offering through which it is indirectly privatising three key utilities and reducing its role in the local Portland aluminium smelter venture.

A link between the exercise price and the All Ordinaries index means that, for example, over a 100% rise in the market has made no progress beyond its current level of 1,448.4, the state government has undertaken to buy back the units at nearly A\$1.39.

First National Bank gains from rising credit demand

BY JIM JONES IN JOHANNESBURG

FIRST NATIONAL Bank, the former Barclays offshoot which is one of South Africa's two largest banks, benefited from rising credit demand in the six months to March but has had to cope with narrower lending margins as competition from other financial institutions increased.

OTTOMAN BANK

Notice is hereby given that a DIVIDEND at the rate of £8.00 per share, voted at the General Meeting of Shareholders held on 27 April 1988 will be PAYABLE on and after 18 May 1988 in London at BARCLAYS BANK PLC, Stock Exchange Services Department, 54 Lombard Street, London EC3P 3AH.



London 1988

Republic National Bank of New York

A subsidiary of REPUBLIC NEW YORK CORPORATION Consolidated Statements of Condition (In Thousands)

Table with columns for Assets, Liabilities and Stockholder's Equity, and March 31, 1988 and 1987. Assets include Cash and due from banks, interest-bearing deposits, etc. Liabilities include non-interest bearing deposits, interest-bearing deposits, etc.

Summary of Results (In Thousands Except Per Share Data) for Three Months Ended March 31, 1988 and 1987. Includes Net income, Cash dividends declared, etc.

Republic National Bank of New York, 60 Pine Street, New York, New York 10270. Member Federal Reserve System/Member Federal Deposit Insurance Corporation.

LANDSVIRKJUN USS60,000,000 Floating Rate Notes Due 2000. In accordance with the provisions of the Notes, notice is hereby given that the Rate of Interest for the period 29th April 1988 to 31st October is 7 1/4 % p.a.

ESSEX The Financial Times proposes to publish this survey on: 10th June. For a full editorial synopsis and advertisement details, please contact: Brett Trafford on 01 248 5116.

DP America Growth Fund Weekly net asset value on 22/4 was US 22.37. Listed on the Amsterdam Stock Exchange.

Tokyo Pacific Holdings (Seaboard) NM Weekly net asset value as at 25/4 was US 177.55. Listed on the Amsterdam Stock Exchange.

T.C. TURIZM BANKASI A.S. ¥10,000,000,000 Japanese Yen Notes Series B (1988). Guaranteed by THE REPUBLIC OF TURKEY. Sole Arranger THE NIKKO SECURITIES CO., LTD.

INTL. COMPANIES AND FINANCE

George Graham on a big French insurance deal Long-standing rivals join forces ahead of 1992

FRANCE'S INSURANCE COMPANIES are taking seriously the challenge of 1992. The drive for size, which many French financiers see as a precondition for success in the single European Community market, is well under way.

Compagnie du Midi - the diversified financial group which includes the AGP insurance company and its recently acquired UK subsidiary, Equity and Law - and Axa - the confederation of mutual insurance companies - have long been among the most fervent advocates of the need to reach a "critical mass."

The planned merger of their insurance activities will create a group on a European scale, whose annual premium income of FF736bn (\$6.33bn) will rank second in the French insurance industry behind the state-owned Union des Assurances de Paris.

The second phase of the proposed merger, in which Axa would exchange its stake in the merged insurance subsidiary for shares in the parent Midi company, will create a financial holding company claiming total assets of FF120bn. Its market capitalisation would be one of the largest on the Paris stock market, probably ahead of Elf Aquitaine and Air Liquide.

But Mr Bernard Pagezy, the chairman of Midi, has been running so hard to escape the horns that he has fallen gratefully into the jaws of the wolf.

His group has been under attack on the stock market ever since the October crash wiped 25 per cent off its share price in two weeks. The increasing ambitions of Assicurazioni Generali, the leading Italian insurer which has disclosed a stake of 13.6 per cent in Midi, have stepped up the pressure on Mr Pagezy.

His only defensive tactic of buying out minority shareholders in Midi subsidiaries and issuing FF75.5bn of convertible bonds overseas did not deter Generali. The only course remaining was to find an ally.

Mr Pagezy could hardly have picked a more unlikely one than Mr Claude Beber, the smooth and silver-haired chairman of Axa, who has built up his confederation, which also includes the listed insurers, Drouot and Presence, to rank fourth in France.

The two men clashed bitterly in the 1986 takeover battle for La Providence, the insurance company, and Mr Pagezy has frequently criticised Mr Beber, as someone who takes advantage of the freedom of the stock market to make his own raids, while

remaining under the shelter of Axa's complex mutual structure and not accepting the market's discipline for himself. Their personalities are diametrically opposed, and there are few in Paris who believe their new alliance can last long enough to see the dawn of 1992, about which both talk so much.

SWISS BANK CORPORATION Investment (SBCI) said in London yesterday that as a result of Midi's merger plans it had ceased to make markets in the two convertible Eurobonds it had managed for the company earlier this month.

SBCI said it was still discussing the fate of the two 10-year issues - a 2.5 per cent Eurobond deal and a 3 per cent \$275m bond equivalent to a total of FF75.7bn - with the issuer. They are not due for signing until May 5 and for payment until May 13.

The issues were part of Midi's plans to meet off a possible hostile bid approach. They were the subject of market controversy, diluting existing stockholders by up to 20 per cent, and appeared priced to attract early conversion.

Mr Pagezy has consistently tried to expand his company. He proposed, for example, a merger with Assurances Generales de France, the state-owned group which is the country's second largest insurer, but this was refused by the Government.

Blocked within France, Mr Pagezy then turned overseas, buying Equity and Law for 240m (\$838m), as well as making smaller acquisitions in Belgium, Spain and Italy.

Axa in France is principally composed of mutual insurers, such as Mutuelle St-Christophe and Mutuelle Proceenne, but overseas Mr Beber has followed a similar pattern to Mr Pagezy's, with an unsuccessful bid for Royale Belge, the number two insurer in Belgium, and acquisitions in Belgium, Spain, the UK and North America.

The alliance between Axa and Midi will give them both the combined financial weight which they had sought.

For both are firmly convinced that the French insurance companies are far too small to compete against their larger West German and British rivals in a free EC market - though the market is already in many respects liberalised, with the freedom to set up shop in other EC countries already assured, and a free market in reinsurance in operation since 1964.

France as a whole still seems to be underinsured, especially in the life assurance sector, and the industry as a whole, with FF200.7bn of premiums in 1986, has been growing faster than the national economy for the last five years. In the life sector premium income has increased two-and-a-half times since 1981 to FF96.1bn in 1986.

In the sector of industrial risks, foreign companies have already taken a 27 per cent market share. The absence of a substantial broking sector has contributed in this area to French insurers' apparent inability to control their domestic industrial market, and still less to break into overseas markets.

In the personal insurance domain, the conventional insurance companies suffer from a heavy distribution structure with their agents on fixed commissions. Total commissions and general expenses account for around 32 per cent of premium income.

This has accounted for the rapid advance of the mutual insurance groups, including the Mutuelles Unies which control Mr Beber's Axa group. Their direct sales techniques - their commissions and expenses amount only to 21 per cent of premiums - have helped them sharply increase their market share, especially in the car insurance sector.

In addition, many of the mutuals have a privileged tax position, escaping both direct tax on their results and specific taxes on certain insurance policies.

Indeed, it is the tax burden of the French insurance industry which represents its main handicap in a free internal EC market.

A recent report for the French Finance Ministry on the prospects of the French banks and insurance companies in 1992, said a reform of the insurance industry's tax system was "indispensable," both to even out competition between different types of insurer in France and to make the French industry as a whole more competitive in Europe.

Considerable doubt still surrounds the details of the Axa-Midi project. Will Generali be able to muster the one-third of the votes necessary to block the plan at a Midi shareholders' meeting? What will be the precise conditions for Axa's stake in Midi?

But the more serious question is whether this uncomfortable alliance of two very different groups, led by two very different men, will be able to turn the twin arguments of "critical mass" and "1992" into a single competitive insurer.

Klöckner to omit 1987 payout

By David Marsh in Bonn

KLOECKNER UND CO, the privately-owned West German steel trading and engineering group, is passing its dividend for 1987 following the need to make DM82m (\$55.7m) in special write-offs. This is the first time that the group has not paid a dividend.

Mr Jürg Henle, the chairman and a principal shareholder, said the write-offs reflected the company's need to increase its stake to more than 40 per cent in Klöckner-Humboldt-Dentz, the diesel and agricultural machinery group hit by heavy losses, as well as assistance to Klöckner-Werke, the steelmaker.

Mr Henle said that the domestic Klöckner und Co group would turn in net profits of DM5m for last year, down from DM25.5m in 1986. Domestic group turnover was slightly higher at DM9.6bn, with world group turnover down only 1 per cent at DM10.6bn in spite of the weakness of the dollar.

Mr Henle said operating profits of the domestic group improved considerably last year but scrap iron, aluminium and industrial plant activities incurred losses.

Klöckner und Co's capital is in private hands, held largely by family foundations. It paid a dividend of DM1.5 a share in 1986, down from DM1.5 in 1985.

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Nestlé details financial might

BY WILLIAM DULLFORCE IN ZURICH

NESTLÉ, THE Swiss foods group which is bidding for Rowntree of the UK, was at pains yesterday to stress the extent of the financial strength it could muster to back its bid.

Nestlé had SF77bn (\$5bn) in liquid assets, could call in more short-term assets from its subsidiaries, had SF120bn in shareholders' equity and an annual cash flow of SF75bn, Mr Helmut Maucher, the managing director, told the annual meeting.

The group also held unissued participation certificates which would allow it to raise a further SF72.7bn to SF120bn, he said. Mr Reto Domeniconi, Nestlé's financial director, commented that Rowntree's immediate rejection of the Nestlé offer was a normal reaction from a board wanting to remain independent.

But, he added, its reaction could reflect what he was thinking. The question was whether Rowntree could afford to reject Nestlé. Mr Domeniconi nevertheless thought it could take months

before the deal was concluded. Turning to other matters, Mr Domeniconi said Mr Carlo De Benedetti, the Italian entrepreneur, and Nestlé were in the process of unblocking the situation in France which is delaying the completion of the deal under which Nestlé is paying 11,000bn (\$1.5bn) for Buitoni, the Italian pasta and confectionery group.

St. Louis, a French foods group, had made a "phantom bid" for Buitoni's French unit in a private letter to Mr De Benedetti, indicating its readiness to pay more than Nestlé, Mr Domeniconi said.

St. Louis had not run the risk of having to pay a single franc but it had aroused the attention of the French Government. Mr De Benedetti was now exploring a solution for settling matters with French minority shareholders in Buitoni. This would allow the French Government to clarify its position quickly, Mr Domeniconi said.

Mr Maucher said that the acquisitions of Rowntree and Buitoni, if completed, should not have a negative impact on Nestlé profits this year. The yield from the Swiss franc liquid assets from which payments would be made was lower than the return Nestlé could expect from the acquisitions, while restructuring would generate extra earnings.

Last year Nestlé recorded net consolidated earnings of SF1.2bn on a SF75.5bn turnover, improving profit margins from 4.7 per cent to 5.3 per cent. During the first quarter of this year Nestlé maintained its sales in spite of a 10 per cent decline in the mean Swiss franc exchange rate. This amounted to a 6 per cent increase in the volume of turnover, Mr Domeniconi said.

Mr Maucher said rationalisation was proceeding according to plan within the group, which should be able to cope with some further erosion in currency values. It should not, therefore, be assumed that 1988 will bring a decrease in earnings, he said.

that industrial concerns may own in banks is 15 per cent. Gemina, despite the fact that Fiat is its shareholder of "relative majority," is thus allowed to hold the 14 per cent Ambrosiano stake.

The Bank of Italy, meanwhile, will be watching with interest developments tomorrow in Bologna, where two opposing coalitions of banks led by the De Benedetti and the Agnelli groups, will square off in a bitter fight for control of Credito Romagnolo, the wealthy private bank that is a major competitor of Nuovo Ambrosiano.

Fiat executive for Ambrosiano

BY ALAN FRIEDMAN IN MILAN

A TOP executive of Italy's Fiat Group has been named deputy chairman of Nuovo Banco Ambrosiano, the Milan-based private bank. Among the leading shareholders of Ambrosiano is Gemina, a financial vehicle of which Fiat owns the biggest single stake.

Mr Francesco Paolo Mattioli was named to the Ambrosiano executive position wearing his hat as deputy chairman of Gemina, rather than in his role at Fiat, where he is in charge of group financial strategy. Apart from Mr Mattioli, there are two

other Gemina representatives on the Ambrosiano board. Gemina, which last year paid around 120bn (\$16m) to acquire a 12.9 per cent stake in Ambrosiano, has now increased its holding to more than 14 per cent. Gemina is also a prominent member of a newly formed "shareholders' control syndicate," which speaks for 62.67 per cent of Ambrosiano's equity.

For the past 18 months, Mr Carlo Azeglio Ciampi, governor of the Bank of Italy, has stressed that he does not want Italian industrial concerns buying control of banks. The central bank's limit on the equity participation

metics and Dop shampoo, is 55 per cent owned by Gesparal, a company 51 per cent controlled by Mrs Liliane Bettencourt, the daughter of the founder of L'Oréal. The outstanding 49 per cent of Gesparal is owned by Nestlé, the Swiss foods group.

L'Oréal has increased its interest in Synthelabo to 65 per cent, and intends to develop the subsidiary into an international pharmaceutical business.

L'Oréal net profits advance 17%

BY PAUL BEITTS IN PARIS

L'ORÉAL, THE French hair and beauty products group, reports a 17.2 per cent rise in net profits to FF1.05bn (\$151.5m) for 1987, from FF899.9m in 1986. Sales rose by 10.5 per cent to FF29.1bn.

Operating income rose 17.5 per cent to FF2.05bn, and the company plans to raise its dividend by 12 per cent to FF7.37 a share. L'Oréal, whose products include Ambre Solaire sun tan creams and oils, Lancome cos-

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FINANCIAL TIMES
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INTERNATIONAL CAPITAL MARKETS AND COMPANIES

Eurodollar issues cash in on slightly steadier sector

By Dominique Jackson

THREE short-dated Eurodollar bond issues totaling \$300m finally surfaced in the Eurodollar market yesterday, taking advantage of a slightly steadier tone to the sector following Wednesday's US first-quarter gross national product figures.

There is a surprisingly high level of investor interest for dollar-denominated deals with shorter maturities, notably from institutions which have been accumulating dollars recently through, for example, intervention in the currency markets.

However, few dealers were prepared for the shortness of yesterday's issues, two of which were for only one-year maturities, in both cases linked to swap transactions.

The first one-year issue to emerge was a \$200m 7 1/4 per cent deal at 100 1/2 for Swedish Export Credit. Lead manager Kidder Peabody Securities said the issue was priced to yield 5 1/2 basis points over the one-year US Treasury bill net of fees at launch.

The other one-year deal was a widely expected \$100m issue for US household products group Procter & Gamble. The 7 1/2 per cent issue, led by Goldman Sachs International, was priced at 100 1/4 to give a spread of 33 basis points over one-year Treasury bills.

A \$300m three-year issue for General Electric Capital Corporation was also launched. Merrill Lynch led the 8 1/4 per cent deal which was priced at 101 1/2 to give a 33 basis point margin over Treasuries.

Although the names of all three borrowers were deemed attractive, dealers were divided about the two extremely short maturities. Many investors are concerned with short-term investment would be inclined to invest funds on deposit. One-year Eurodollar deposit rates in London firmed marginally today to 7 1/2 per cent.

Dealers said it was unlikely that the issuing houses would have intended the deals without first identifying clear pockets of demand.

INTERNATIONAL BONDS

However, some thought this was still a very good time to get back on the lead managers' books. Given that the deals are so short, more akin to money market instruments than to conventional Eurobonds, this is unlikely to worry them unduly.

Syndicate managers have been protesting for some time that demand for this type of paper does exist and their claims seem to be borne out by the continued success of the two-year issue for the European Community. Consensus among bankers' trust earlier this month.

The lead manager said the Procter & Gamble deal, a name favoured by Continental retail investors, had been launched too late in the day to accurately gauge market reception. But elsewhere the bid price was locked at a discount equal to the 1/2 fees.

The SEK issue, a top-rated quasi-sovereign issue, was still fractionally within its fees. GECC, which was launched late in the day, was said to be going slowly initially and was locked at a discount of 1 1/2.

In the equity-linked sector, Nomura led a \$300m five-year warrant bond for Nissin Food Products. The coupon is indicated at 4 1/2 per cent.

In the secondary Eurodollar market, trade was thin with bonds locked in a narrow range and sentiment tending to the bearish. The trend was described by one dealer as "sideways" and "business as usual".

Activity was similarly subdued in the European sector with retail investors being inclined and professional investors engaged to light position squaring ahead of the "Golden Week" holiday. In Tokyo, the Ministry of Finance announced the terms of the May issue of ¥1,000bn of new 10 year bonds.

The announcement failed to put an end to the battle of the benchmarks, with the market

Japanese firms given Canadian go-ahead

By David Owen in Toronto

THREE OF the Big Four Japanese securities firms - Nomura Securities, Nikko Securities and Daiwa Securities - have finally received Canadian government approval to establish operations in Canada.

The fourth, Yamaichi Securities, already has a Canadian subsidiary, Yamachi International (Canada), having set up prior to the imposition of foreign ownership restrictions under a 1980 revision of the federal Bank Act. The company has branches to Toronto and Montreal, as well as a seat on the Toronto Stock Exchange.

A smaller Japanese concern, Sanyo Securities, also has a Toronto-based subsidiary. Most foreign ownership restrictions in the securities sector were relaxed last year by the Canadian government.

In West Germany, business was subdued, continuing the lacklustre trend seen so far this week.

Limited professional short-covering supported prices at lower levels following a recent bearish run. There was no new Eurobonds and the anticipated issue for Greece's public power utility was postponed again due to the adverse market conditions.

Dealers were not optimistic about the deal's likely reception following intense competition in bidding for the mandate.

In Switzerland, prices eased narrowly in low volumes. Two new issues were launched.

The first was a SFR26m convertible deal for the Canadian company. The second was a SFR12m convertible deal for Banque Indosuez. The 5 1/2 per cent seven-year deal was priced at par. The lead manager said it was bid at a discount of 2 against total fees of 2%.

Another Canadian company, First City Financial Corporation, issued a SFR12m convertible deal, pitched at 5 1/2 per cent and par, led by S.G. Warburg Soditic.

The Japanese firms are attempting to play down the threat. A spokesman for one said: "We don't like to have speculation with the Canadian firms, so we are going to start our business gradually."

Storm clouds over mortgage banks

DECADES BEFORE mortgage-backed securities became such a talking point in the US, and later the Euromarkets, West German mortgage banks (Hypothekendarlehenbanken) were issuing Pfandbriefe, a collateralized fixed-rate instrument backed by a pool of mortgage loans, of their own.

But in spite of their special role in the German financial system, enshrined in the country's 88-year-old mortgage banking law, mortgage banks are growing worried. Last December's report from the Committee on Banking Regulations and Supervisory Practices (Cooke Committee), recommended a risk-weighting for mortgages which, German banks say, is unfair, given the special nature of their system.

But more important, is their concern over the European Community's plans for a common

Haig Simonian on the challenges to a specialist market in Germany

link between specific mortgages and Pfandbriefe aggregate bonds and collateral have to match, as do interest receipts and payments and maturities.

Furthermore, only holders of Pfandbriefe can gain access to the mortgage collateral in the event of a default. Other creditors have no claim on the mortgages - not that any German mortgage bank has ever failed.

Similar tight rules apply to Kommunallobligationen - the loans to such public sector bodies as local authorities - which is the other mainstay of mortgage banks' activities.

Only Denmark and, to a lesser extent, France have a similar system of specialised mortgage banks, where certain privileges are traded against more restrictive powers. The result has been to provide a stable and highly efficient system of long-term finance to both the private and public sector, based on high volumes and low costs and margins.

But Germany's mortgage banks have hardly suffered from their restrictions. At the end of 1987, Pfandbriefe worth DM218bn (\$150.5bn) and Kommunallobligationen worth DM458bn were outstanding in a total domestic fixed-rate paper market worth DM1,982bn. By comparison, the volume of public bonds outstanding was DM322bn.

New issue figures are as striking. About DM11bn net new Pfandbriefe were issued last year and DM22bn net new Kommunallobligationen, against DM68bn in public bonds and just DM8.8bn in D-Mark Eurobonds.

What then is the trouble? Difficulties with the Cooke Committee report may still be hammered out in discussions, but concern about the EC's plans are fundamental.

The free internal market will make it possible in principle for a mortgage bank from any member state to issue Pfandbriefe in Germany. That is fine, provided the bank and its paper fits their present very tight criteria, say the Germans.

What they fear are bonds from a bank which may pass regularity tests in its home country, but which fall far short of the stricter German credit or collateral standards.

Discussions are still taking place in Brussels on common definitions for mortgage banks and their bonds. "If they agree on a standard as tight as in Germany, we welcome new participants to the market," says Mr Norbert Schabel, assistant director of the German Mortgage Bank's Association.

But if the answer is some watered-down version of the present

ent rules, then we'd prefer no common standard at all.

One idea being considered is for existing Pfandbriefe to trade alongside some new, less strict, EC version. But German mortgage banks say this will just confuse investors. Meanwhile, the chances of an understanding based on the German standards look dim.

Is it just another case of Germany trying to protect a specialist market - be it beer or banking - from outsiders? More sophisticated mortgage bankers appreciate the risk of being misunderstood and emphasise investor protection instead. Others argue against changing a system which has functioned so well up to now.

But there could be worse news around the corner. According to the EC's draft, the right to issue

Some bankers argue against changing a system that has worked so well

Pfandbriefe may also be broadened. Potential issuers may still face restrictions on their activities, but some observers think the market could in time be opened to any form of EC bank. If so, the present distinction in Germany between mortgage banks and other financial institutions would be impossible to maintain. In time, mortgage banks which are subsidiaries of larger parents would probably find themselves being swallowed up and run just like any other department.

While some mortgage bankers insist the division will remain necessary for business reasons, the success of the two granddaddy Bavarian banks shows mortgage and commercial banking can be conducted perfectly well under one roof.

The change will certainly not come overnight, and it may be a nightmare for some. But the arrival of German banks which are even more universal than the present may not be that distant.

Only Denmark and France have a similar system of specialised banks

financial market from 1982. According to the Germans, draft definitions for EC-wide mortgage banking could threaten their specialised position - or even call their entire future into question.

Germany's mortgage banks have free rein to issue Pfandbriefe, which are barely known or understood outside Germany.

An elaborate series of checks gives Pfandbriefe virtually the same degree of security as German federal government bonds. Only government-appointed banks, which are forbidden to participate in such "risky" activities as foreign exchange, and which are subject to regular credit checks beyond normal supervision, can issue Pfandbriefe.

Moreover, the mortgages on which Pfandbriefe are based are recorded in a special register, supervised by a government-appointed trustee who ensures they meet the required collateral standards.

Although there is no direct

FT INTERNATIONAL BOND SERVICE

Table with columns for Bond Name, Yield, Price, and Change. Includes sections for US Dollar, Yen, Swiss Franc, and other international bond listings.

Film division helps Disney advance 36%

By Anatole Kolinsky in New York

WALT DISNEY, the US theme parks and entertainment company, has announced a 36 per cent jump in second-quarter net profits, to a record \$120m or 57 cents a share.

A year ago, the company had net income from continuing operations of \$88m or 54 cents a share.

Disney's core theme parks business grew by 6 per cent in revenue terms to \$389m. But operating profits for the quarter were virtually flat at \$119.7m, compared with \$119.8m last year.

Consumer products produced revenue growth of 36 per cent, to \$53m.

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Consumer products produced revenue growth of 36 per cent, to \$53m.

Austrian bank to increase share capital

By Judy Dempsey in Vienna

OESTERREICHISCHE LÄNDERBANK, Austria's third largest bank, plans to increase its share capital by Sch150m (\$12.7m) in the autumn. This will reduce the Government's stake in the bank from its present 53 per cent to 51 per cent.

Länderbank's share capital amounted to Sch1.7bn in 1987 and will be raised to Sch1.85bn later this year, "assuming the markets remain stable," the bank said.

Under privatisation plans, the Government will reduce its stake to 25 per cent by the end of the next year. It will own 100 per cent of the state-owned companies and banks to a minimum of 51 per cent.

Norwegian construction group raises two financings

AKKER NORCEM, the cement, building materials and construction group which is the largest private-sector quoted company in Norway, is raising two financings from a group of banks led by S.G. Warburg, Stephen Fildler, Orr Kromermarkts Correspondent, writes.

The first is a \$120m five-year financing, itself split into two parts - a \$45m term loan and a \$75m revolving credit.

Advances will carry a margin of 20 basis points over London interbank offered rates (Libor) for the first three years and 25 basis points after that. The revolving credit will carry a commitment commission of 10 basis points.

The other part to the financing is a \$75m uncommitted acceptance facility.

Rantaruukkki, the Finnish state-owned steel company, is raising a DM150m syndicated

term loan through J.P. Morgan.

The loan will have a final maturity of five years, with interest payable at a margin over Libor of 10 basis points. A commitment fee of 6 1/2 basis points will be charged for amounts not drawn after 45 days.

RIKEN VINYL INDUSTRY CO., LTD. U.S.\$60,000,000 4 1/8 per cent. Guaranteed Notes 1993 with Warrants. The Fuji Bank, Limited Issue Price 100 per cent. Includes logos and contact information for various international banks.

UK COMPANY NEWS

Fosco recovers strongly with 33% rise to £35m

By Andrew Hill

Fosco Minerals, slimmed-down speciality chemicals and abrasives concern, announced a strong recovery in pre-tax profits in 1987, up 33 per cent to £35.2m against £26.4m in 1986.

This marks a return to the level of pre-tax profits two years ago, before problems in the US steel industry struck Fosco. However, growth was held back slightly in 1987 by adverse exchange rates which cut £300,000 from pre-tax profits and £7m from turnover.

Craellius, Fosco's mineral exploration business, was sold in October after losing £500,000 in the first nine months of the year and the company finally disposed of Gibson-Homans, North American supplier of construction materials, on April 7. Its results - operating profits of £300,000 or turnover of £38.4m - were excluded from the 1987 figures.

As a result, group turnover dropped from £528m to £515m, with metallurgical chemicals contributing some 55 per cent in sales, well over half of which came from the foundry business. Abrasives and diamond products performed well, helped by price increases and higher levels of demand, particularly in the UK.

Fosco said group sales grew by 7 per cent, when adjusted for currency changes and disposals, and margins advanced towards the company's target of 20 per cent, increasing from 17.7 per cent to 23 per cent.

Operating profits at the metallurgical chemicals arm advanced 24 per cent to £32m (£17.5m); construction and mining chemicals increased to £2.4m (£7.9m); abrasives and diamond products made £9.1m (£5.9m).

Mr Robert Jordan, managing director, said the bulk steel industry had remained difficult. An £800,000 downturn in Fosco's steel operation in Italy meant operating profits in continental Europe were slightly reduced to £16.1m (£16.7m) on static sales of £17.5m.

Relocation affected the US construction chemicals arm adversely and operating margins for the whole division were static.

Earnings per share rose to 21.5p (14.2p) and the board recommended a final dividend of 7.1p, making 18.6p (9.3p) for the year. The group is seeking shareholders' approval at the annual general meeting to change its name from Fosco Minerals to plain Fosco.

Comment

Recent disposals should have a number of beneficial effects for Fosco. Gearing, which dropped from 37 per cent to 12 per cent last year, will come down still further, and concentration on core strengths should enhance profits. Cautious expansion is also a possibility. However, the company is still heavily committed to industries vulnerable to recession: construction, motors and steel, for example. The group's geographical spread provides some defence and while these industries remain buoyant analysts are forecasting profits in excess of £40m, helped by a reduced interest charge. This would put the shares on a prospective p/e of about 8.5 at yesterday's closing price of 246p, up 6p. This seems fairly cheap, but although the shares are currently on a discount to the market and may be due for an upgrading following these figures, fears of an industrial downturn may well dampen investors' enthusiasm.

Next seeks approval for Chelsea house sale

By Maggie Urry

Shareholders in Next, the retail group, are being asked to approve the sale of a house in Chelsea for £280,000 by the company to Mr George Davies, chairman and chief executive, and his wife and co-director, Mrs Lis Davies. A resolution will be put to shareholders at the annual meeting on May 19.

The house, in Oakley Street, was bought in 1985 by Next for an undisclosed sum which Mr Peter Lomas, finance director, said yesterday was over £250,000. It was used by the home furnishings division to photograph rooms sets.

The local authority, the Royal Borough of Kensington and Chelsea, insisted that the house be returned to residential use and in February 1987 it was put on the market.

Two months later Mr and Mrs Davies, who are expecting their first child at the end of May, made an offer for the house which Next says was the highest offer received and with the advice of estate agents John D Wood, the board accepted it.

The Next accounts, published yesterday, also give details of a £28.2m rationalisation provision made on the acquisition of the Fudge, Colingwood and Wear chains, which were bought as part of the purchase of Combined English Stores.

Mr Lomas said that the provision related to stock write-downs and redundancy costs. He said the provision did not include a sum for the cost of refurbishing the properties nor would there be a write-back of the provision to profits in future years.

Comment

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Lisa Wood on General Cinema's interest in Cadbury Schweppes

The sweet battles spread further

YESTERDAY Sir Adrian Cadbury, chairman of Cadbury Schweppes, was forthright in his belief that General Cinema, the diversified US cinema chain and soft drinks bottler, should be asked to clarify its intentions towards Cadbury Schweppes, the British confectionery and soft drinks group in which it holds a 17.7 per cent stake.

Sir Adrian said General Cinema's statement this week concerning Cadbury was too ambiguous to be capable of clear interpretation. "Our shareholders have a right to know what General Cinema's intentions really are," he said.

General Cinema provoked large-scale buying of Cadbury shares on the London Stock Exchange yesterday, pushing up the share price by 5p to 382p per share, after it declared it should no longer be considered a passive investor. The City's Securities and Exchange Commission in which the company had said it was studying several options. These included the possibility of acting alone or with partners in seeking to acquire a controlling interest in Cadbury through open-market purchases or a tender offer for Cadbury shares.

General Cinema yesterday declined to elaborate on its statement. It would only say: "We may or may not want to explore all the options. We just want the freedom to do so."

The possible re-shaping of the international confectionery business, following this week's hostile bid for Rowntree by Nestlé, the Swiss group, could be one reason why General Cinema has decided to explore its options.

It has been the accepted wisdom in the City that General Cinema, the largest independent bottler of Pepsi Cola in the US, with a market capitalisation of about one third of Cadbury, could be interested in Cadbury's soft drinks interests in the UK.

There Cadbury has sought not to compete head-on with Coca-Cola and Pepsi but rather develop the adults soft drinks market with brands such as Canada Dry and Schweppes.

Analysts said yesterday that General Cinema could mount a bid for Cadbury and find willing buyers for its large confectionery interests.

Mr David Lang, of Henderson Crosthwaite, the stockbroker, said that the Nestlé bid for Rowntree could be fortuitous for General Cinema. Jacobs-Suchard, the Swiss confectioner with a 15 per cent stake in Rowntree, may also decide to mount a bid for Rowntree.

The failed suitor in a bid for Rowntree could join with General Cinema in a move against Cadbury, suggested Mr Lang.

Interestingly another major confectioner, Harbey, the second biggest US confectioner with little overseas presence announced this week that it could issue stock without diluting the Harbey Trust's control of the business.

A hostile bid involving Harbey was unlikely, said Mr Lang, although Cadbury's US confectionery business could fit well with that of Harbey. He said there might be anti-trust complications as Harbey's and Cadbury's US chocolate markets are combined with approach soft drinks activities with Coca-Cola is angling very well for the near future.

Sir Adrian said that any change in the ownership of Rowntree would undoubtedly have an impact on the world's confectionery industry. "At the moment we have six companies - Mars, Rowntree, Nestlé, Jacobs-Suchard, Hershey and Cadbury. Although they are all different in size they are all in the same world class. If you put any two of them together you will have a company that is a great deal bigger. Therefore to compete effectively some increase in size is required by the other competitors."

Certainly there are joint venture opportunities around the world for the major confectioners. Hostile takeovers by Cadbury, for example, would be difficult because of the ownership of major confectioners. For example, Swiss-owned Suchard would be immune under Swiss law, and Mars is privately owned.

Cadbury's major existing joint venture is in the UK with Coca-Cola, the world's biggest soft drinks company. Analysts have suggested that Coca-Cola could appear as a white knight should Cadbury come under attack.

It is understood that the agreement in the UK with Coca-Cola could contain some poisonous pills should a takeover be mounted for Cadbury. The standard Coca-Cola bottle agreement says that Coca-Cola has the right to terminate the agreement should a third party take a stake of 10 per cent or more in the partner. Moreover, in the US General Cinema is the largest independent bottler of Pepsi Cola.

The soft drinks agreement between Coca-Cola and Cadbury is potentially dynamic and highly profitable but it would have a severe impact on future earnings.

Property helps Nurdin increase

By Fiona Thompson

PROPERTY disposals allowed Nurdin & Peacock, cash and carry retailer, to report pre-tax profits of £17.81m yesterday for the year to January 2 1988, marginally ahead of the previous year's £17.65m. Shipping out the £1.2m property contribution produces a profits figure of £16.57m.

"It was a year of heavy investment aimed at making the business more competitive for the future but affecting the profits in the short term," said Mr Michael Peacock, chairman.

He also blamed the "unhelpful weather" throughout the year and the lack of duty increase in the Budget "which hit sales and increased costs."

From its 35 branches in England and Wales, N&P sells some 70,000 product lines to customers including independent shops, caterers, hotels and pubs.

Turnover in 1987 moved ahead to £94.09m from £93.24m, of which 25 per cent was accounted for by the company's own-label range.

Overstocking prior to the Budget on the assumption of higher duty hit profits to the tune of £1.5m, said Mr Peacock - half of this due to extra interest costs, half to lost sales.

There was also a significant problem. "What is euphemistically called 'shrinkage' in the trade cost us about £2.5m last year," said Mr Peacock. The majority was customer theft, with some staff theft.

Capital expenditure rose to £16.7m from £12m. The central office at Raynes Park was refurbished and extended, a new central distribution warehouse at Midcot was set up, two branches were extended and a new branch at Paignton opened. A considerable investment was made in computer systems.

The tax charge was £5.96m, compared with £5.51m. Earnings per share were 12.4p, against 11.8p adjusted for a scrip issue.

A final dividend of 2.7p was recommended, making a total for the year of 4.5p, compared with 3.85p (adjusted) in 1986.

Comment

With the 34 per cent profits downturn at the interim stage, analysts marked down their full year forecasts substantially - but not far enough it seems. Most were expecting at least £17m clear of property and the shares fell 7p to close at 134p last night. Nurdin is regarded as a good quality business, probably the best managed of the cash and carry sector, but the sector itself is declining. Cash and carries are losing small retail customers faster than they are gaining catering customers, the caterers preferring to stick to the old-fashioned wholesaler route. At £20m for this year the shares are on a prospective p/e of just under 10.

RHP expands in West Germany

By Patrick Daniel

RHP Group has continued its expansion into the fire protection market with the acquisition of Vulkan of Stuttgart, West Germany.

Vulkan, maker of powder and liquid filling equipment for fire protection and chemical industries, had turnover of £2m in the last financial year.

Hawtal Whiting takes a beating from dollar fall

By Patrick Daniel

Hawtal Whiting Holdings, the motor industry design and engineering consultancy, yesterday reported a pre-tax loss of £1.5m for the year to end-December, against a £4.2m profit in 1986.

The company took a beating from the fall in the US dollar; adverse currency movements caused losses of £2.2m.

More than 80 per cent of Hawtal's business is with GM, the US car group, but the company has made modest progress providing structural analysis work for European and other car manufacturers.

Mr John Whitecross, chairman, said that price increases negotiated at the second half of the year could only mitigate the effect of the sharp drop in the dollar which began in 1987 at £1.68 to the pound but closed the year at £1.58.

Hawtal's problems were worsened by an unforeseen 13 per cent drop in turnover to £30m (£34m). This was largely because two major projects were deferred by GM.

Losses per share were 23p, against earnings of 36.2p a year earlier. The company declared a dividend of 4p (5p) for the year.

Mr Whitecross said that payment for half of the current work backlog in the UK has been renegotiated and will now be made in sterling using rates at January 1, 1987. Similar negotiations on the other half are continuing to eliminate the currency risks.

Mr Whitecross admitted that the firm cost-reduction programme is also underway as part of an effort to achieve a turnaround by the year-end. This includes pay cuts, with senior directors leading the way by taking 25 per cent less.

Mr Whitecross said that fast growth in the last few years had led to "a lot of fat", such as a phone bill of £300,000 a year.

The company is to sell one of its two design offices at Leamington Spa, while the other will be refinanced on a leaseback. Its Swindon office will be closed.

Hawtal's share price fell 15p to close at 185p yesterday.

Elswick bounds back into black with record £1.6m

By Patrick Daniel

Elswick, the cycle, engineering and packaging company, has bounced back into the black after six years of losses, with record pre-tax profits of £1.6m for the year to January 31 1988, against a £357,000 loss previous year.

Mr David Cross, chief executive, said that since November 1984, when the new board had instituted a major reorganisation of the company, Elswick had made a vigorous return to firm and sustainable profitability, had created an extremely strong financial base and increased its range of activities.

Operating profits advanced in all three divisions and contributed in equal proportions to a total of £1.6m (£104,000). Overall, turnover increased from £27.9m to £29.2m, while sales of continuing businesses were up 33.7 per cent to £26.2m.

During the past three years, the number of shareholders in Elswick has risen from about 3,000 to over 20,000. Private shareholders represent three-quarters of the value of total holdings, which is in sharp contrast to the normal proportion of private shareholders in most public companies.

Elswick is returning to the list with a proposed dividend of 0.3p per share. Unlimited earnings per share were 1.1p in contrast to a loss per share of 1.99p in 1986/7.

Brokers estimate that the company will make about £2.5m pre-tax profit in the current year.

This advertisement is issued in compliance with the requirements of the Council of the Stock Exchange. It does not constitute an invitation to any person to subscribe for or purchase shares. Application has been made to the Council of the Stock Exchange for the whole of the ordinary share capital of Victaulic PLC, issued and to be issued, to be admitted to the Official List. Dealings are expected to commence on Friday 6th May, 1988.



VICTAULIC PLC
(Incorporated in England and Wales number 1698059)

PLACING
of 4,440,000 ordinary shares of 25p each
at 235p per share by

LAZARD BROTHERS & CO., LIMITED

Share Capital following the Placing

Authorised	Ordinary shares	Issued and to be issued fully paid
£6,250,000	of 25p each	£4,931,809

Victaulic PLC manufactures and supplies plastic pipes, pipe couplings and other pipeline products.

The Listing Particulars relating to the company are available in the statistical services of Exel Financial Limited and copies may be obtained during normal office hours up to and including 13th May, 1988 from:

Brokers	Sponsors	Secondary Distributor
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and at the registered office of the company, 46-48 Wilbury Way, Hitchin, Herts. SG4 0UD up to and including 3rd May, 1988 from the Company Announcements Office, The Stock Exchange, 46-50 Finsbury Square, London EC2A 1DD.

28th April, 1988

Bunzl makes two more acquisitions

By Maggie Urry

Bunzl, the paper, packaging, distribution and industrial group, yesterday announced two further acquisitions and signalled that its buying spree may be coming to an end.

Mr James White, managing director, said that after 35 purchases since the beginning of 1986, Bunzl would build on what it has, rather than buy many more businesses.

The two deals announced yesterday are both in the US and total £17.2m (£5.1m). They have a combined cost of £2.5m.

DJ Wholesale, a New England-based distributor of building materials, is being acquired for £7m. Its profits are running at around \$3.5m pre-tax.

The other acquisition, Gittings, Denver-based distributor of timber products, will merge with Bunzl's business there. Gittings is trading at a level little better than break-even.

About 35 per cent of Bunzl's trading profits would now come from the US on an annual basis, Mr White said. However, after the dollar interest charge, US profits would be about 26 per cent of pre-tax profits.

Bunzl also announced that the \$24.4m (£13m) offer to buy Stanline, another US distribution company, announced in January, had been agreed by shareholders.

Cecil Gee back in profit with £357,000

By Vanessa Hoelder

Cecil Gee, the USM-quoted retailer and designer of men's clothing, made pre-tax profits of £357,000 for the year to 30 January 1988, against a loss of £1.7m the previous year, on a virtually static turnover of £16.7m.

The results mark a return to profits after two years of trading losses due to the unsuccessful Gee 2 fashion store venture.

Mr Michael Gee, chairman and managing director, said profits growth this year would follow from an increase in turnover, helped by improved buying and stock control.

Interest charges were reduced from £160,000 to £52,000 with borrowings at year end standing at £70,000. The reduction in debt stemmed from the sale of 12 Gee 2 stores at the beginning of 1987. Earnings per share of 4p compared with a loss per share of 13.6p previously. The proposed dividend is 1.25p (5p).

Downiebrae stronger

Profit before tax at Downiebrae Holdings recovered somewhat in the year to end-December 1987 from £88,000 to £143,000, after interest received up sharply at £120,000 (£14,000).

Turnover of this Glasgow-based metal merchant decreased to £1.7m (£2.16m). Earnings per 10p share came out at 1.19p (0.83p).

West German Banking, Finance & Investment

The Financial Times proposes to publish this survey on:

12th July

For a full editorial synopsis and advertisement details, please contact:

Dariusz Dziel
on 01-243 8089 ext 2472
or write to him at:

Bracken House, 10 Cannon Street
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Anthony G. Hayes
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Further

Last year
 997 miles of Polo
 were sold in
 the Middle East.
 (With plenty
 more in
 the pipeline.)



During 1987, the inhabitants of nine Middle Eastern countries sucked their way through 317,333,335 Polo mints.

A total more than double that of the previous 12 months.

They also enjoyed a considerable quantity of our other brands, such as Kit Kat, Lion Bar, Smarties and Quality Street.

In fact, exports to the Middle East made up just a small fraction of exports from the UK worth a record £91 million last year.

A hundred countries across the world now enjoy Rowntree brands.

In 1987, worldwide sales of our brands amounted to £1.42 billion, helping to make us one of the world's most successful confectionery companies.

These days Rowntree is a bigger company than you might have thought. Miles bigger, in fact.



UK COMPANY NEWS

Beatrix Mines Limited

(Incorporated in the Republic of South Africa)
Registration No. 77/2138/06
Share capital: Authorized - 150,000,000 ordinary shares of no par value
Issued - 85,000,000 ordinary shares of no par value

Report for the quarter ended 31 March 1988

Table with 2 columns: Quarter ended, Quarter ended. Rows include INCOME STATEMENT (Income, Interest received, Royalty, Dividend, etc.), BALANCE SHEET (Capital employed, Retained income, etc.), and Long-term liabilities.

Table with 2 columns: Quarter ended, Quarter ended. Rows include BALANCE SHEET (Capital employed, Retained income, etc.), Long-term liabilities, and Other financial data.

The loans that are in US dollars, namely R35-148 million (\$18 million), are fully covered.
The loan to Bafelofofontein Gold Mining Company Limited will be repaid by the further issue of preference shares in Bafelofofontein during the quarter.

REMARKS:

- (1) The figures for the March 1988 quarter are unaudited. Those of the December 1987 quarter have been audited following the company's year-end on 31 December 1987.
(2) The report has been approved and signed on behalf of the company by two directors.
(3) A dividend of 38 cents per share was paid on 29 January 1988.
(4) The recently-announced Minimum Taxation on Companies (MTC) is in effect an additional provisional taxation payment which can be offset against subsequent taxation payments. This taxation will have no effect on the company.

Registered and head office: Central Mining Building, 6 Holland Street, Johannesburg 2001 (PO Box 61820, Maytshaktown 2101)
Transfer offices: South Africa: Central Registrars Limited, 154 Main Street, Johannesburg 2001 (PO Box 4844, Johannesburg 2000)
United Kingdom: 148 Smeaton Registrars Limited, 6 Grosvenor Place, London SW1P 1PL
Johannesburg: 28 April 1988

Reed expands its US publishing activities

BY RAYMOND SNOODY

Reed International's expansion in the US publishing market continued yesterday with an agreement to purchase Communications Today for \$41.5m (£22.2m) in cash.

Communications Today publishes business newspapers and magazines for the home furnishing industry both retail and manufacturing. Its principal publication is Furniture Today, the weekly newspaper of the US furniture industry.

Westbury rights to raise £30m

BY ANDREW HILL

Westbury, the Midlands and West of England housebuilder, announced a 4-for-5 rights issue to raise about £28.5m, which will be used to reduce borrowings.

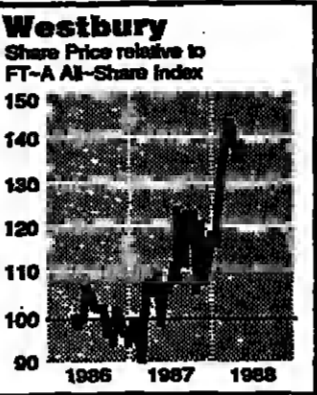
The group brought forward its annual results to coincide with the announcement, and reported profits up nearly 60 per cent to £15.4m before tax in the year to February 29, against £9.1m in 1986/87.

Mr Richard Fraser, chief executive, said the rights issue would reduce gearing - which stood at 86 per cent on April 11 - and provide the means for expansion.

The issue - at 21.5p a share, against last night's closing price of 24.5p, down 2p - is underwritten by Kleinwort Benson. Subscribers of investors in industry, representing 14.2 per cent of the shares, have agreed to take up their rights in full.

Last year turnover increased to £128m (£94m) and earnings per share rose nearly 52 per cent to 28.2p (18.6p).

Westbury completed some 2,400 houses, up 10 per cent on 1986/87, and increased the number of plots of land owned to 6,700 and the number held under option or



Westbury Share Price relative to FT-100 All-Share Index

conditional contract to 6,000. This represents about 5.25 years' supply.

Operating margins increased from 11.7 per cent in 1986/87 to 12.7 per cent last year, Mr Fraser said he was particularly pleased that margins had risen from 11.6 per cent in the first half to 15.3 per cent in the second, and continued at the same level into 1988.

The profits included an exceptional credit of £766,000, representing the sale of Westbury's head office.

The board is recommending a final dividend of 3.75p, making 5.5p (4.7p) for the year.

Margins of 14 per cent are modest compared with the boomtime housebuilders in the South-east and prices are not rising as quickly in Westbury's operating areas. However, the group has always concentrated on first-time buyers and has declared its intention to tap the full potential of current operating areas before expanding. These are admirable defensive qualities and the strategy has left Westbury well-placed in the East and West Midlands and South-west England. The group is widening this solid base with a sensible diversification into specialist housebuilding - low-cost housing in partnership with local authorities, quality executive housing and retirement homes. Assuming pre-tax profits of £22m this year, the shares, on a prospective multiple of about 7, are worth keeping.

Butte 40m share issue

BY KENNETH GOODING, MINING CORRESPONDENT

Butte Mining, which gained a London quotation last October, is to issue 40m new ordinary shares at 125p each - worth a total of £50m - in consideration for the acquisition of a substantial claim block adjacent to its Rainbow prospect in Montana.

The vendors, who will own 40 per cent of Butte, have undertaken not to dispose of the new shares for two years without prior consent.

Butte said the block contains precious metal mineral interests with an undischarged pre-tax net worth of \$180m (\$93m). Surface reserves amount to 180,500 tonnes containing mainly

Scottish National

Scottish National Investment Trust, the Garton-managed fund, which transformed itself into a split-level investment trust, last autumn in one of the industry's largest reorganisations, yesterday reported a 24 per cent fall in total net assets to £248m during the six months to end-March.

GrandMet moves into nuts and yoghurt

By Christopher Perkins, Consumer Industries Editor

Grand Metropolitan, the drinks and leisure group, is to move into the "healthier" grocery market with the purchase of Healthworks for an undisclosed sum.

Healthworks is a private retail business which sells fresh orange juice, nuts, dried fruit, frozen yoghurt and other healthy snacks from small outlets in busy locations like airports and railway stations.

Founded in 1964, the company has 21 blocks and shops, some of which generate annual sales of more than £5,000 a square foot. Turnover in 1986 is expected to reach £7m.

The acquisition gives Grand Metropolitan representation in the dynamically-growing "healthier" grocery market, one of a number of impulse-driven sectors led by such players as Body Shop, The Rack and Sock Shop, GrandMet said.

Growth has been held back by lack of capital and access to property, but with GrandMet's resources behind it Healthworks would now grow aggressively in the UK and overseas. It already has two outlets in New York.

Under the sale agreement Mr Paul Green, Healthworks founder, and other shareholders will be paid an initial lump sum with further payments related to performance over the next two years.

Glen Abbey

Glen Abbey, the Dublin-based shell company yesterday announced that GMI Landmark Management, a Leeds-based property company and York Trust Group, an issuing house, had acquired a 20 per cent stake in the company. The move is a further step in the transformation of Glen Abbey from a textile manufacturer into a property developer.

York Trust and GMI each acquired 876,000 shares for £250 per share from Mr John Jones, Mr Donald Roche and Mr John Teeling, directors of Glen Abbey.

UniChem publicity

UniChem, the chemist's co-operative which has received an unwelcome £25m takeover bid from Macarthy, has agreed that any further advertisements publicising its controversial incentive scheme should be circulated by a licensed dealer, bringing it into line with legislation.

STC minority stake

STC has taken a minority shareholding in Expertech, a company engaged in the field of practical applications for expert systems and knowledge engineering.

The consideration for STC's 20 per cent interest is £215,000.

Peachey extends its offer for Estates Prop

Peachey Property, which is locked in battle with newly-formed consortium, Gilvite, for control of Estates Property, Investment Company, yesterday extended its offer until May 25.

By the previous closing date on Tuesday afternoon, Peachey controlled 38.5 per cent of EPIC shares. The bulk of this figure represents Peachey's own stake in the target company - 38.2 per cent of the equity. Acceptance in respect of the £38.5m offer have fallen slightly since the last closing date, and now cover 6.3 per cent of EPIC's shares.

The Peachey offer, which has already been declared final, is lower than the £66.12m recommended offer from Gilvite. However, Peachey had consistently said that it is prepared to remain a minority shareholder in EPIC if necessary, and its position has not facilitated Gilvite's efforts to gain control.

By last Saturday, Gilvite - which is headed by Mr Stephen Wingate - controlled 34.5 per cent of EPIC shares. This offer, too, has been extended, to May 18.

DIVIDENDS ANNOUNCED

Table with columns: Current payment, Date of payment, Current dividend, Total for year, Total last year. Lists dividends for companies like Ellis Goldstein, Elswick, Fosco Mine, etc.

Dividends shown pence per share net except where otherwise stated. *Equivalent after allowing for scrip issues. †On capital increased by rights and/or acquisition issues. ‡Unquoted stock. §Third market. ¶Carries scrip option. ††Makes 2.6p for interim period.

BOARD MEETINGS

Table with columns: Company, Date, Location. Lists board meetings for various companies like British Petroleum, British Airways, etc.

Public Works Loan Board rates

Table with columns: Term, Rate, Maturity. Lists loan board rates for various terms like 1 year, 2 years, etc.

*Non-quoted loans B are 1 per cent higher in each case than non-quoted loans A. † Equal instalments of principal. ‡ Repayment by half-yearly annuity (fixed equal half-yearly payments to include principal and interest). § With half-yearly payments of interest only.

Crescent Japan asks for support against unisation proposal

BY NIKKI TAIT

Crescent Japan, the £110m investment trust managed by Edinburgh Fund Managers, has written to the major institutions which backed a unisation proposal at an extraordinary meeting last week asking them to reassess their position.

Mr Alan McInroy, Crescent chairman, said that his letter had been prompted by "the large number of shareholders voting at the meeting and the overwhelming support for the board from our small shareholders".

The board, he said, was strongly opposed to any unisation scheme. It would involve turning the investment trust into a unit trust, thereby eliminating much of the traditional investment

structure. The unisation proposal was put forward by an American consultant party which has built up a 21 per cent holding in the trust.

At the meeting, about two-thirds of the votes cast were in favour of unisation and one-third against.

However, Crescent says that a six institutional shareholders spokesman for one institution.

UK ECONOMIC INDICATORS

ECONOMIC ACTIVITY-Index of industrial production, manufacturing output (1980=100); engineering orders (1980=100); retail sales volume (1980=100); retail sales value (1980=100); registered unemployment (excluding school leavers) and method vacancies (000s); All seasonally adjusted.

Table with columns: Year, Index, Index, Index, Index, Index. Shows economic indicators for 1986, 1987, and 1988.

OUTPUT-by product sector: consumer goods, investment goods, intermediate goods (wholesale and retail); engineering output; hotel manufacture, textiles, leather and clothing (1980=100); housing starts (000s, seasonally averaged).

Table with columns: Year, Index, Index, Index, Index, Index. Shows output by product sector for 1986, 1987, and 1988.

INTERNATIONAL TRADE-Index of export and import volumes (1980=100); visible balance (1980=100); off balance (1980=100); current balance (1980=100); terms of trade (1980=100); official reserves.

Table with columns: Year, Index, Index, Index, Index, Index. Shows international trade indicators for 1986, 1987, and 1988.

FINANCIAL-Money supply M0, M1 and M2 (Three months' growth at annual rate); bank lending to private sector; building societies net inflow; consumer credit; all seasonally adjusted. Clearing Bank base rate (end period).

Table with columns: Year, Index, Index, Index, Index, Index. Shows financial indicators for 1986, 1987, and 1988.

INFLATION-Index of earnings (Jan 1980=100); basic materials and fuels; wholesale price of manufactured products (1980=100); retail prices and food prices (Jan 1975=100); British commodity index (Apr 1951=100); trade weighted value of sterling (1975=100).

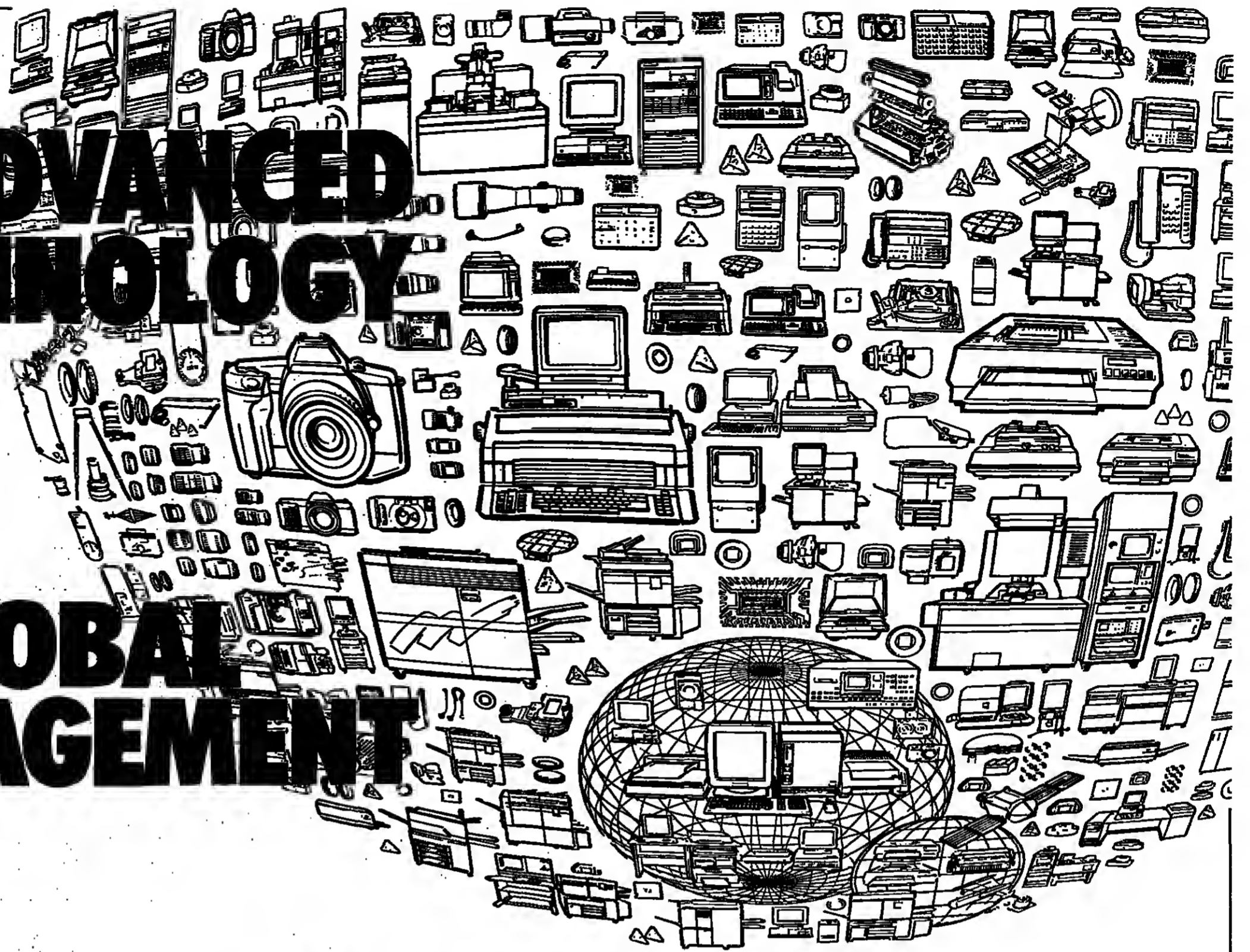
Table with columns: Year, Index, Index, Index, Index, Index. Shows inflation indicators for 1986, 1987, and 1988.

*All seasonally adjusted. † This change is seasonally corrected, containing bank loans.

NURDIN & PEACOCK PLC advertisement. Features the company logo, slogan "Investing for Future Development", results for the year to January 2, 1988 (Turnover 904,085, Profit before tax 17,805, etc.), highlights from the Chairman's Statement, and contact information.

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Trade is just the beginning.

We're ambitious too. We want to break down national borders. Because it didn't take us long to figure out that when we work together, trade is just the beginning.

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Cooperation for a better tomorrow.

Today, we're growing in new directions, expanding our business in telecommunications, in artificial intelligence and biochip technology. Don't get us wrong. We believe in profit. But we want to use that profit wisely. To create new employment opportunities, beat pollution, and benefit humanity. A Utopian dream? Not really.

Last year, we at Canon celebrated our 50th anniversary. As we start our second half century, we still think that success, like technology, is meant to be shared, and that working together to build a better world is the one management goal that we all should be pursuing.

Canon



UK COMPANY NEWS

Full listing puts £46m valuation on Victaulic

BY PHILIP COGGAN

Victaulic, the plastic pipeline company, yesterday announced details of a main market listing, just five years after it was privatised via an employee buyout from British Steel.

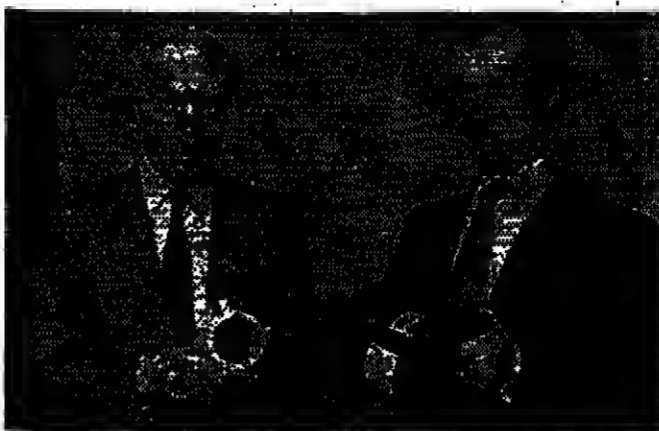
The flotation terms mean that employee shareholders, who paid the equivalent of 12.5p per share in 1983, will have seen their investment multiply nearly nine-fold.

Lesard Brothers is placing 4.4m shares, 22 per cent of the equity, at 25p each, giving Victaulic a market capitalisation of £46.4m. Dealings are expected to start on May 6.

The company was founded in the 1920s by a Royal Engineers officer, Lieutenant Ernest Tribe, in the First World War he had seen, in the trenches, that old-fashioned pipelines leaked frequently and he invented a more efficient pipe jointing mechanism.

In 1926, Stewarts & Lloyds, the steel company, took a controlling interest in Victaulic and that eventually led to the company being nationalised twice in government takeovers of the steel industry.

When the buyout was organised in 1983, British Steel retained 30 per cent of the equity, a group of 582 employees and managers took 40 per cent and three institutions - Barclays Industrial Development, Invest-



Derek Papworth (left) executive director, and David Stewart managing director with some of the company's products

replacing old metal pipelines with plastic pipes. Last year, the company made pre-tax profits of \$6.8m on turnover of \$51.6m, compared with profits of \$2.5m on sales of \$43.6m in 1987. At the placing price of 25p, the shares will be on a historic price earnings ratio of 11. The gross dividend yield is 4.3 per cent.

Victaulic has already made five small acquisitions since the buyout and the flotation will help it pursue an acquisition policy. Its aim is to broaden its customer base and expand into the area of technical plastics.

Victaulic now has three main business areas - mechanical pipe couplings, polyethylene pipes and rubber seals and gaskets. Its major customers - currently representing around a 30 per cent of turnover - are the gas and water industries which are gradually

Roskel for USM with £16m tag

BY FIONA THOMPSON

Roskel, the suspended ceilings installer and distributor, is joining the USM via a placing valued at £16m.

CL-Alexanders Leung & Cruickshank is placing 3.2m shares, representing 25 per cent of the enlarged equity, at 12.5p each. Of these, 1.77m are new and will raise £1.96m for the company. Existing shareholders are selling 1.5m shares.

The company, based in Birmingham, has two divisions Roskel Contracts and CP Supplies. Roskel Contract installs

suspended ceilings from four branches in Glasgow, Birmingham, north and south London.

CP Supplies, from seven depots throughout the country, distributes ceilings and partition system materials to smaller contractors and also hires out lightweight aluminium scaffolding towers.

One of the top four suspended ceiling contractors in the country, Roskel has a 30 per cent share of the estimated £300m UK market in this sector. Its customer list includes major UK

building contractors and store groups such as Tesco, Asda, Sainsbury and BHS.

Roskel is coming to the market to finance future growth, said Mr Simon Skelting, chairman and managing director, who founded the business in 1963.

Pre-tax profits have trebled over the past five years from £581,000 in 1983 to £1.73m in 1987, putting the shares on a historic P/E of 12.5.

Dealings are expected to start on May 6.

Thai Fund subscriptions

BY PHILIP COGGAN

THE \$30m offer for subscription of shares in the Thai Investment Fund, a company specialising in investment in Thailand-based securities, received applications from the public for just 215,000 shares, 7.2 per cent of those on offer.

However, applications had already been received from through the underwriters for 2.25m shares, 75 per cent of the issue.

An offer for subscription differs from an offer for sale in that the issuing company is not obliged to create all the shares on offer. If demand for the shares is insufficient, the company can simply issue fewer shares.

However, the Thai Investment Fund was underwritten by a group of institutions led by Yamaichi International and all 8m shares on offer will be taken up.

Pennant joins Third Market

By Fiona Thompson

Pennant Group, the holidays and leisure group, is joining the Third Market via an introduction by Elichsen Harrison.

Pennant owns a fleet of 340 boats available for private hire on the Norfolk Broads from the

company's four boat yards. It also owns Sundowner Holiday Park, a freehold site with 406 self-catering holiday chalets, and two holiday centres catering for a total of 600 people. The group also owns two pleasure steamers and six luxury coaches.

However, the cancellation rate has been above normal - reflecting some cutbacks in financial markets where expansion was previously most dramatic.

The strength of sterling, if extended, could, Sir Christopher said, depress results below original expectations.

Ellis & Goldstein falls £1m behind

BY ALICE RAWSTHORN

Ellis & Goldstein, which manufactures Dash leisurewear and Easter women's wear, yesterday announced a fall in pre-tax profit from £3.7m to £2.6m in its last financial year because of problems with Dash in the US and with new ranges in the UK.

The group incurred a loss of £356,000 (£157,000) on Dash's shops in New York, which opened last year and are now being closed. A provision for the cost of withdrawal represents the bulk of £1.6m extraordinary debits.

E & G also withdrew its EK range, launched a year ago as a younger version of Eastex. The cost of this exercise accounted for the rest of the extraordinary items. Similarly it has relaunch the Jenni Barnes collection for young, working women after two unsuccessful seasons.

The group's turnover rose to £55.5m (£50.5m) in the year to January 30 and profits on continuing activities fell to £4.1m (£4.5m). Earnings per share fell to 5.9p (8.1p). But the board proposes to hold the final dividend at 1.7p, making an unchanged total of 2.6p.

Mr Alan Philpott, chairman, said the year had been spent "sorting things out and taking corrective action". He said that the first half of this year is "unlikely to show anything sparkling" but hoped that the group makes a "strong recovery" in the second half.

Although Dash encountered difficulties in the US, its UK busi-

ness was the chief catalyst for sales growth. There are now 220 Dash shops-in-shops, while the number of shops rose from 14 to 27 during the year. E & G intends to open nine more units by the middle of the year.

Mr Philpott said the Eastex range performed well last year. He described the response to the new Jenni Barnes collection as encouraging. "We have had two ranges which have not worked. Hopefully it will be third time lucky," he said.

comment Ellis & Goldstein is a victim of over-confidence. Flushed with its success in launching Dash into the UK in the early 1980s, it sailed forth into the US last year. The timing was wrong. So were the sites. The best that can be said for the misadventure is that it at least had the sense to cut its losses sooner rather than later.

The response to the problems of EK and Jenni Barnes was just as prompt. The risk involved in the new Jenni Barnes - with far fewer shops and shorter lead times - is much reduced. But the blunders so far scarcely argue well for the company's chances of succeeding with its sorely needed third range. Nevertheless, Dash is faring well and Eastex is as solid as ever. The UK expects a recovery in pre-tax profits to £2.5m this year. The shares are unlikely to fall further, but investors will want to wait for proof, not promises, of recovery before they rise again.

Shiloh little changed

Shiloh, Oldham-based textile spinner and protective clothing manufacturer, reported a marginal rise from £1.35m to £1.37m in pre-tax profits in the year to March 31 1988.

Profits from textile spinning were slightly lower, but this was offset by an increased contribution from medical and industrial disposables.

The directors said prospects on the textile side looked rather less

promising, but expansion of the group's other interests should enable it to continue to make progress.

Turnover for the year rose from £14.57m to £16.33m. There was a tax charge of £478,740 compared with £414,986.

The final dividend is raised from 2.5p to 2.75p net for an increased total of 4.5p (4p). A one-for-one scrip issue is also proposed.

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8.48 per cent Cumulative Redeemable Preference Shares 2013 of £1 each

at a price of 100.06p per share payable as to 35.06p on application and as to 65p on 4th August, 1988

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28th April 1988

A PROVEN FORMULA FOR STRONG INTERNATIONAL GROWTH.

	1987	1986	Increase
Profit before tax	£35.2m	£26.4m	33%
Earnings per share	21.5p	14.2p	51%
Net dividend per share	10.6p	9.2p	15%
Net return on equity	17%	11%	

"A major improvement in Group results was achieved in 1987, with all three of our business divisions recording substantial increases. We are optimistic of continuing progress during the year despite the increasing strength of the pound."

TONY CRUICKSHANK, CHAIRMAN

COPIES OF THE ANNUAL REPORT AND ACCOUNTS FOR 1987 WILL BE AVAILABLE FROM THE SECRETARY, FOSECO MINSEP P.L.C., 285 LONG ACRE, RECHICHELLS, BIRMINGHAM, BY AIR FROM 18 MAY 1988.

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GRANVILLE SPONSORED SECURITIES

High Low	Company	Price	Change	Yield	P/E
202 185	Wid. Brt. Ind. Debent.	202 1/2	+1	8.9	4.4
202 206	Aut. Brt. Ind. Debent.	202 1/2	+2	10.0	5.0
34 25	Avonbridge and Straker	34	0	2.1	4.1
152 155	Bardons Group	151	0	2.7	17.5
148 137	Bay Technology	143 1/2	0	5.2	36.10
260 246	CEL Group Ordinary	255	0	11.5	4.5
131 124	ICI Group 1 1/4 Conv. Pref.	130	0	15.1	11.6
134 129	Carphedon Ordinary	134 1/2	0	6.1	4.6
106 100	Carbonadium 7.5% Pref.	104	0	10.3	9.7
220 147	George Blair	220	0	3.7	1.7
80 60	His Grace	80	0	2.4	2.4
94 87	Jackson Group	88	0	3.4	3.9
340 245	Malthouse W/L (Asset)	335	0	10.4	3.1
52 40	Robert Jenkins	42	+1	2.1	2.1
124 124	Scruttons	124 1/2	0	5.5	4.4
204 194	Toddy & Currie	200	0	7.7	3.9
81 56	Trentham Holdings (OSB)	81	+1	2.7	3.4
106 100	Widest Large Corp Pref.	106	0	10.0	7.5
278 203	W.S. Yates	275	-2	16.2	5.9

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Interest Amount per U.S. \$100,000 Note due 27 October, 1988: U.S. \$3939.68

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Contracts, Tenders	13.00	44.00

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UK COMPANY NEWS

Alphameric in £9m call and forecasts £4.6m

BY CLAY HARRIS

HAVING WON an order worth up to £5m from the Halifax Building Society, Alphameric, manufacturer of computer keyboards, viewdata terminals and dealing systems, yesterday launched a one-for-four rights issue to raise £5m.

The data broadcast system ordered from Alphameric will enable Halifax, Britain's largest building society, to transmit and display marketing information simultaneously to customers in branch offices throughout the country.

The initial contract order, an 18-month project, is worth £2m to Alphameric. Add-on options may raise the total to £5m.

Alphameric yesterday also estimated pre-tax profits of £4.6m on sales of £30m for the year to March 31. It reported profits of £3.62m in 1987-88, a figure restated to £3.8m after merger accounting for the subsequent acquisition of PC Communications, a modems manufacturer.

The estimate was at the low end of City forecasts at the interim stage, when Alphameric was expected to recover from a disappointing first half to reach close to £5m pre-tax. Indeed, the second half produced a record result of £3.1m. Excluding PC, however, profits are estimated to have risen only by 8 per cent.

Mr Roger Hatfield, finance director, said the rights issue proceeds would be used initially to reduce borrowings, which had risen to £3.8m by March 31, as a result of heavy research and development spending and investment in manufacturing facilities.

The new shares are offered at 247p, compared with yesterday's market price of 259p, down 5p. Investors in industry, which holds 10.6 per cent of Alphameric, has undertaken to take up its rights in full.

Alphameric has forecast a final dividend of 2.5p - for which the new fully paid shares will be eligible - to make a total of 3.5p (2.5p).

WPP in £22.1m expansion

By Nikki Tall

WPP, the British marketing services company which now takes in the New York-based JWT Group, continued to hit the acquisition trail yesterday with the purchase of EWA, a UK database management company, for a maximum of £22.1m.

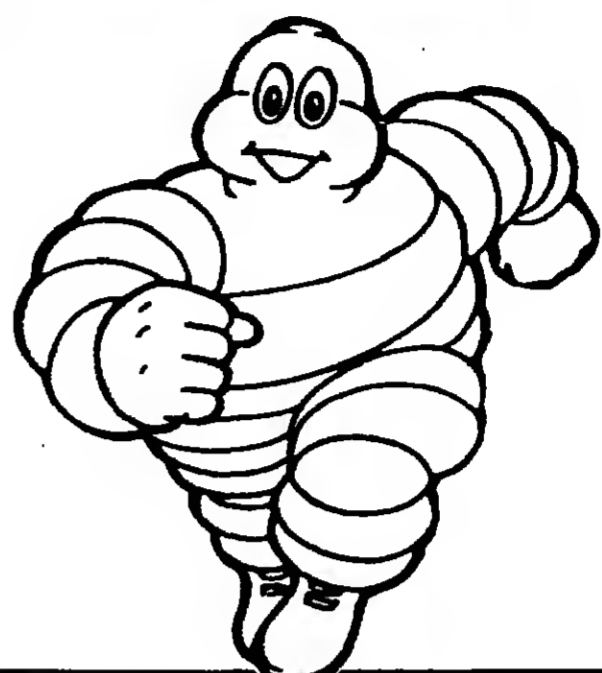
EWA is WPP's third acquisition this month. At the beginning of April it announced the purchase of the Henley Centre, the UK consultancy business, and last Friday said it was acquiring Rincon Freeman, a US sales promotion company.

WPP says the purchase of EWA will bring in specialist database management marketing techniques, increasing the range of marketing services it is able to offer. Such techniques aim to give clients a better idea of their customer profile, thus allowing marketing expenditure to be targeted more effectively.

EWA was started in 1982, and made a pre-tax profit of £487,000 in the year to end-March 1987. According to WPP, management accounts suggest a pre-tax profit figure of £604,000 in the 10 months to end-January 1988. The vendors have warranted profits after tax of £487,500 for the year to end-March.

At March 31 1987, EWA's net tangible assets were £673,000.

The deal is being funded by an initial payment of £4.5m - £2.8m in cash and the rest in WPP shares. Further payments will be made in each year up to 1993, conditional on after-tax profits for the three years to end-March 1993. There is also a bonus payment of up to £2.8m in WPP shares if post-tax profits grow at 25 per cent a year compound in the five-year period. But the overall consideration cannot top £22.1m.



Another quality year from MICHELIN.

Michelin Tyre PLC			
Year ending 31st December	1987	1986	% Increase
Turnover	£621.0m	£567.3m	9.5
Profit before taxation	£47.4m	£33.9m	39.8
Profit after taxation	£42.8m	£30.3m	41.3

1987 has been another successful year for Michelin Tyre PLC. Our fundamental policy of insisting on the very highest standards in quality and service in everything we do has once again contributed to this success.

Demand in both the Original Equipment and Replacement markets was strong throughout our whole product range and Export sales also showed impressive growth.

The four U.K. factories have further increased both production and production efficiency in 1987 and continued emphasis has been placed on quality assurance standards. A programme of Total Quality Improvement was also further enhanced at all locations during the year.

In addition, Associated Tyre Specialists Limited produced significant growth and profitability in 1987. Michelin now employs more than 11,500 people in its manufacturing and commercial operations in the United Kingdom.

As the world's leading tyre manufacturer, we look forward to providing our customers with the highest quality of products and service in the years to come.

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Stoke-on-Trent ST4 4EY
MAKE SURE IT'S A MICHELIN

Fredk. Cooper acquires Lorlin

BY CLAY HARRIS

Frederick Cooper, industrial holding company, yesterday secured its largest single acquisition with an agreed takeover of Lorlin Electronics which values the USM-quoted maker of switches and connectors at £11.1m.

Cooper is offering 22 convertible preference shares for every 10 Lorlin ordinary. This values Lorlin shares at 238p, compared with the 182p suspension price on Tuesday. There is a cash alternative of 220p.

Lorlin makes switches used in electronic equipment such as telephones and televisions. Mr Eddie Kirk, Cooper chairman, said: "With our connectors and their switches, we give a complete range of products in that sector." The two companies have only one customer in common. The acquisition, the first of a

quoted company since Mr Kirk took over at Cooper early in 1986, continues his emphasis on electronic components and security products as the main avenues for expansion. Cooper is also involved in metal finishing, materials handling and specialist engineering.

Cooper intends to tighten financial and management controls to widen Lorlin's margins from 18 per cent to 25 per cent, in part through the elimination of sub-contract work, a process already started by Lorlin.

The scope for improvement was underlined yesterday by Lorlin's 1987 results which showed pre-tax profits less than 2 per cent ahead at £1.1m on turnover of £5.57m (£5.1m).

Earnings per share fell to 12.06p from 13.2p adjusted for a rights issue. A proposed final div-

idend of 2p, which is not affected by the Cooper offer, raises the total to 3.5p (3p).

Despite the 19.7 exit multiple based on the share terms, Mr Kirk said margin improvements would take place rapidly enough to avoid any earnings dilution at Cooper in the current year.

Cooper has received irrevocable acceptances for nearly 55 per cent of Lorlin shares from directors and their families and certain other shareholders.

The preference shares, an additional tranche of an existing issue, will convert into Cooper ordinary at 188p, a 15 per cent premium to yesterday's market price of 164p.

Altogether, convertibles will now account for nearly 29 per cent of Cooper's fully diluted capital. The new convertibles were underwritten at 100p, compared with the market price of 110p.

French discuss sale of stake in Framlington

By Nikki Tall

With the bid by Throgmorton Trust for fund management group Framlington due to reach its first close today, French bank Credit Commercial de France - which holds a key 28 per cent stake - said it would meet this morning to discuss its next step.

In Paris yesterday, CCF made clear that it wished to sell its stake, but "not at any price." The French company is particularly anxious to get a board recommendation for any Throgmorton offer; if it is forced to sell its stake to Throgmorton in the face of continued Framlington opposition, it could trigger a "pre-emption agreement" which allows Framlington 30 days to find an alternative buyer at not less than 95 per cent of the Throgmorton price.

However, although CCF is unlikely to wish to get too far into the bid timetable, it added yesterday: "We still have plenty of time."

J.O. Walker doubled

J.O. Walker more than doubled pre-tax profits from £281,383 to £600,038 in 1987, on turnover ahead at £14.7m, against £12.98m. Earnings per share grew from 20.5p to 47.9p and final dividend of 4.5p, makes 7p (5.5p) for the year.

Jessups up 58% midway

Jessups, motor vehicle dealers and leasing specialist, achieved strong growth in the six months to February 29 and the progress has continued.

The taxable figure of £1.02m was 58 per cent up on the £644,000 made in the comparable period. The increase was based on turnover up 49 per cent from £3.57m to £5.31m.

Better margins were achieved

on new car sales and improvements in volumes and profits on used cars. The profit contribution from after sales activities increased significantly, the director said. They are confident of a very satisfactory result for the year.

An interim dividend of 2.9p (2p) is to be paid on earnings of 7.89p (5.15p).

Hatfield turns in £0.25m

INTERIM figures for Hatfield, a construction and property development company, have exceeded expectations, said Mr Arthur Morton, chairman.

The company came to the USM last December. For the six months ended February 29 1988 it produced turnover of £1.6m and pre-tax profit of £253,000.

Mr Morton said it was intended

to continue organic growth and to expand by acquisition and joint ventures. He did not anticipate completion of any major developments in the current year, and those recently started were scheduled for completion in 1988-89.

He expected a dividend of not less than 1.5p for the present year.

Martin Groome up 41%

IN A year of rapid expansion and progress Ronald Martin Groome has lifted turnover 54 per cent and pre-tax profit 41 per cent. And in 1988 has enjoyed its best-ever start to a new year.

This USM supplier of office equipment, furniture, and gift and novelty stationary, turned in sales of £24.85m in 1987, against £16.17m, and profits of £2.12m, compared with £1.5m. Earnings moved up to 14.5p (11.5p) and the final dividend is 2.75p for a 4.4p (4p) total.

Mr Martin Abramson, chairman, said there were four key achievements: improvement of the direct marketing capabilities; introduction of several imported products; strengthening of financial management; and raising £3m to finance further expansion.

There was significant growth in the Ronald Martin office equipment and RMS International gift and stationary divisions.

The first quarter of 1988 enjoyed record turnover and Mr Abramson was confident about prospects.

BOM back in black

BOM Holdings, formerly Bristol Oil & Minerals with interests in oil and gas, but now a specialist furniture retailer chaired by Mr David Bulstrode of Marler Estates, has moved back into the black in the 13 months to end-January 1988 for the first time since 1981.

Mr Bulstrode said that the improvement in the pre-tax figure from a loss of £1.04m to profit of £225,000 reflected the contribution of Albaneode Group which reversed into BOM in September 1987, the successful acquisition and disposal of property interests in Cornwall and the continuing reduction of central overheads.

Turnover made a significant advance from £18,000 to £12.95m and with 19p (same), earnings per share came out at 0.16p (2.81p losses).

Advance at S & U.

S. & U. Stores celebrated its 50th anniversary with a 49 per cent increase in pre-tax profit from £1.24m to £1.74m on turnover only marginally up from £37.76m to £37.77m for the year to January 31 1988. A final dividend of 2.75p has been recommended, giving a total of 4p (2.5p).

After tax of £670,000 (£540,000), earnings per 12 1/2p share came out at 10.16p (5.34p).

New Issue This announcement appears as a matter of record only. April 28, 1988

Hispano Americano International Limited

George Town, Grand Cayman, Cayman Islands

DM 150,000,000

5% Deutsche Mark Subordinated Bearer Bonds of 1988/1993

with interest entitlement subject to profits secured by a subordinated Deposit with

Banco Hispano Americano, S.A.

Madrid, Spain

Issue Price: 100% Interest: 5 1/4% p.a., payable annually in arrears on April 28 - Final Maturity: April 28, 1993 - Denominations: DM 1,000 and DM 10,000 - Listing: Frankfurt Stock Exchange

COMMERZBANK
AKTIENGESELLSCHAFT

BANCO DI ROMA
INTERNATIONAL S.A.

BAYERISCHE LANDESBANK
GIROZENTRALE

CHASE BANK
AKTIENGESELLSCHAFT

CREDIT LYONNAIS SA & CO
(DEUTSCHLAND) OHG

CSFB-EFFECTENBANK

LTCB INTERNATIONAL
LIMITED

SHEARSON LEHMAN BROTHERS A.G.
BANKFÜR

RESULTS AT A GLANCE

	1988	1987
TURNOVER	£122.8 million	£93.9 million
PROFIT BEFORE TAX	£15.4 million	£9.1 million
EARNINGS PER SHARE	28.2p	18.6p
DIVIDENDS PAID AND PROPOSED	5.5p	4.7p

The Annual Report & Accounts will be sent to Shareholders on 10th June. Please contact the company if you would like to receive a copy.

WESTBURY

Head Office: Westbury House, Lansdown Road, Cheltenham, Glos. GL50 2JA

COMMODITIES AND AGRICULTURE

Traders in rubber clash over stock sale

By Wong Sulong in Kuala Lumpur

THE MASSIVE sales programme of the international rubber stock sale... The session had to be extended for another day to allow members to reach agreement over future buffer-stock disposals.

He is believed to have sold about 320,000 tonnes from his 370,000-tonne stockpile, but so far his efforts do not appear to have had any appreciable impact on the market.

The heated debate on the buffer-stock sale is reminiscent of the dispute during 1984-85 over the large buffer-stock purchases to defend the lower price range.

Raymond Hughes on the decision that an international grouping is greater than the sum of its members Tin Council nations escape liability after collapse

THE CREDITORS of the International Tin Council (ITC) have suffered another defeat in their legal battle to be paid by the council. The council collapsed into insolvency in October 1985 owing about \$200m.

The Court of Appeal yesterday dismissed appeals by creditors winding-up of the ITC... The council collapsed into insolvency in October 1985 owing about \$200m.

actions, by which creditors hope to have the ITC's members held liable for its debts. In actions by two London Metal Exchange traders... Lord Justice Kerr said that the ITC was wholly distinct from its members...

On the other issues the three judges: Upheld the striking-out of a petition for the compulsory winding-up of the ITC brought by Amalgamated Metal Trading... Dismissed the ITC's appeal against orders that it must disclose the nature, value and location of its worldwide assets...

legal personality its members were not absolved from liability, the ITC being a "mixed entity" of its members...

Appeal judge rejects 'misconceived' claim that the EC has sovereign immunity from English law

There were obvious reasons for not incorporating international organisations or legislating to the effect that they should be treated as if they were bodies corporate. To have done so would have been to domesticate or naturalise international legal entities...

Lord Justice Kerr said. There was no way in which contracts made by the ITC in its own name could make its members liable, unless through agency.

MacGregor warns of EC attitude to pig-farmers

BRITAIN WOULD find it extremely difficult to persuade its partners in the European Community to accept measures designed to ameliorate the current plight of pig-farmers...

sovereign immunity from English legal proceedings under the 1978 State Immunity Act.

Cocoa rumours spread by NICOLA WOODSWORTH IN ARIJAN

THE IVORY Coast has reacted strongly to rumours that it is lowering the guaranteed price paid to its cocoa producers.

international law together provided a sound basis on which the members should be held liable.

Oil nations outside Opec offer sales pact

MEXICO, backed by six other non-member oil producers of the Organisation of Petroleum Exporting Countries, seized the initiative at the outset of an unprecedented joint meeting with Opec here.

Brussels tries to avert threat to meat imports

By Tim Dickson in Brussels

THE European Community is trying to head off a threat from the Spanish Government to bar pigmeat imports from other member states.

The European Commission said in Brussels that it had increased the payments for so-called private storage by an average 75 per cent.

The heated debate on the buffer-stock sale is reminiscent of the dispute during 1984-85 over the large buffer-stock purchases to defend the lower price range.

MacGregor warns of EC attitude to pig-farmers

By Bridget Bloom

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Oil nations outside Opec offer sales pact

By Richard Johns in Vienna

MEXICO, backed by six other non-member oil producers of the Organisation of Petroleum Exporting Countries, seized the initiative at the outset of an unprecedented joint meeting with Opec here.

They have offered a 5 per cent cut in export volumes until the end of June if the 13 members of Opec do the same with the aim of restoring price levels to about \$18 per barrel.

Such a cut would reduce world-wide supplies by about 900,000 barrels a day. That would include about 700,000 b/d from Opec and 200,000 b/d from non-member producers.

LONDON MARKETS

Table of London market prices for various commodities including tin, rubber, and oil products.

COCOA (L/tonne)

Table of cocoa prices for different grades and origins.

COFFEE (C/tonne)

Table of coffee prices for different grades.

SPICE MARKET

Table of spice market prices.

Oil products (DME prompt delivery per tonne)

Table of oil product prices.

Other

Table of various other commodity prices.

Barley (English feed)

Table of barley prices.

Wheat (US No. 3 yellow)

Table of wheat prices.

LONDON METAL EXCHANGE

Table of London metal exchange prices for various metals.

SOYABEAN MEAL (C/tonne)

Table of soyabean meal prices.

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Table of soyabean meal prices.

WHEAT (US No. 3 yellow)

Table of wheat prices.

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WHEAT (US No. 3 yellow)

Table of wheat prices.

LONDON BULLION MARKET

Table of London bullion market prices for gold and silver.

WORLD COMMODITIES PRICES

Table of world commodity prices for various goods.

US MARKETS

Table of US market prices for various commodities.

New York

Table of New York market prices.

Chicago

Table of Chicago market prices for various commodities.

Chicago

Table of Chicago market prices for various commodities.

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CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar and pound lack direction

THE DOLLAR closed little changed in Europe, after a very quiet day. There were no new factors, with Tuesday's figures on first quarter US GNP growth leaving the market rather confused.

row's UK trade figures for March. Forecasts for the trade figures vary widely. City opinion tends to favour an improvement on the February visible deficit of £1.82bn, and the current account shortfall of £7.0bn, but the main

when the dollar was fixed at DM1.6789 yesterday, compared with DM1.6725 on Tuesday. In Paris the foreign exchange market continued to take a calm view of the presidential election.

FINANCIAL FUTURES

No incentive to trade

FINANCIAL FUTURES lacked any incentive to trade yesterday. The Liffe market was very dull, and traders were not sure that Friday's UK trade figures would provide any great surge of activity.

Large swings in the trade figures over recent months have also made the City reluctant to place too much faith in forecasts. The general level of expectations ranges from a current account deficit of £400m to £900m, but many traders fear this does not fully represent the wide degree of uncertainty in the figures.

STERLING - Trading range against the dollar in 1987/88 is 1.6785 to 1.6710. March average exchange rate index was unchanged at 78.2, compared with 74.1 six months ago.

The D-Mark eased a little against the dollar in Frankfurt. The dollar closed at DM1.6795, compared with DM1.6790 previously. The market was very dull.

But at this level the US currency attracted keen selling, pushing it back to close at ¥125.00, compared with ¥124.55 on Tuesday.

Table with columns for currency, rate, and change. Includes Sterling, D-Mark, Yen, etc.

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Table with columns for currency, rate, and change. Includes Australian Dollar, New Zealand Dollar, etc.

Table with columns for currency, rate, and change. Includes Hong Kong Dollar, etc.

Table with columns for currency, rate, and change. Includes Singapore Dollar, etc.

Table with columns for currency, rate, and change. Includes Canadian Dollar, etc.

Table with columns for currency, rate, and change. Includes Japanese Yen, etc.

Table with columns for currency, rate, and change. Includes South African Rand, etc.

Table with columns for currency, rate, and change. Includes British Pound, etc.

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Table with columns for currency, rate, and change. Includes Canadian Dollar, etc.

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Table with columns for currency, rate, and change. Includes Australian Dollar, etc.

Table with columns for currency, rate, and change. Includes New Zealand Dollar, etc.

Table with columns for currency, rate, and change. Includes Canadian Dollar, etc.

MONEY MARKETS

Ample credit supply

TRADING ON the London money market was very quiet, as dealers became increasingly nervous about the UK trade figures, to be released on Friday.

Bills maturing in official hands, repayment of late assistance, and a take-up of Treasury bills drained £27bn, with a rise in the note circulation absorbing £12bn. These were roughly balanced by Exchequer transactions adding £26bn to liquidity, and bank balances above target of £28bn.

In New York the US Federal Reserve added temporary reserves to the banking system, via six-day system repurchase agreements.

Dealers noted that the three-month sterling futures contract has fallen recently and shows a marked change in sentiment. It now discounts a rise in UK bank base rates.

Federal funds were trading at 6 1/4 p.c. when the Fed acted, down from the opening level of 6 3/4 p.c. Traders believe the authorities wish to keep Federal funds within a range of 6 1/4 p.c. to 6 3/4 p.c. The average level on Tuesday was 6.81 p.c.

The authorities did not intervene in the market during the day.

FT LONDON INTERBANK FIXING

Table with columns for currency, rate, and change. Includes 3 months US dollar, 6 months US dollar, etc.

MONEY RATES

Table with columns for currency, rate, and change. Includes New York, London Money Rates, etc.

CURRENCY FUTURES

Table with columns for currency, rate, and change. Includes Liffe Sterling, etc.

EXCHANGE CROSS RATES

Table with columns for currency, rate, and change. Includes £/\$, £/DM, etc.

THE CORPORATE INVESTOR'S PHONE CHECK LIST. Forward Trust Treasury Services. Making Money Make Money.

HICHENS, HARRISON & CO. 1,000,000 Ordinary Shares of 5p each at 60p per share. SHARE CAPITAL £270,000.

It helped us grow up. Now we're going from strength to strength. Wincanton Group. Since its beginnings in 1925 as a milk carrier in the West Country, Wincanton has taken its development very seriously.

EUROPEAN OPTIONS EXCHANGE

Table with columns for Series, May 88, Jun 88, Jul 88, Aug 88, Sep 88, Oct 88, Nov 88, Dec 88, and Stock. Lists various options series and their corresponding prices and stock values.

TOTAL VOLUME IN CONTRACTS - 22,283

A=Ask B=Bid C=Call P=Put

BASE LENDING RATES

Table listing base lending rates for various banks and financial institutions, including AIB Bank, City Merchants Bank, and others.

JOTTER PAD

FT CROSSWORD No.6,617 SET BY GRIFFIN

Crossword puzzle grid with numbers indicating starting positions for words.

ACROSS and DOWN clues for the crossword puzzle, including 'Writes things about street restaurant' and 'Confuse porter with angry interjection'.

AUTHORISED UNIT TRUSTS

Large table listing authorized unit trusts, including names like Abbey Unit Trust, AIB Unit Trust, and various investment funds, along with their respective managers and details.

FT UNIT TRUST INFORMATION SERVICE

Financial Times Thursday April 28 1988

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FT UNIT TRUST INFORMATION SERVICE

Main table containing unit trust information, including columns for company names, fund names, and numerical values. Includes a sub-section for 'INSURANCES'.

INSURANCES

Continued on next page

FT UNIT TRUST INFORMATION SERVICE

Main table listing various unit trusts and their performance data. Columns include trust names, dates, and numerical values representing performance metrics.

MANAGEMENT SERVICES

Table listing management services providers and their associated unit trusts.

OFFSHORE AND OVERSEAS

Table listing offshore and overseas unit trusts and their performance data.



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FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Table of FT Unit Trust Information Service, listing various unit trusts such as Franklin Templeton, Fidelity, and others, with columns for name, type, and performance metrics.

Table of London Share Service, including sections for British Funds (Five to Fifteen Years, Over Fifteen Years), Foreign Bonds & Rails, and Americans, with columns for fund names, prices, and yields.

Table of Money Market Trust Funds and Money Market Bank Accounts, listing various financial products and their details.

LONDON SHARE SERVICE

AMERICANS - Contd

Table listing American companies such as AT&T, IBM, and General Electric with their respective share prices and changes.

CANADIANS

Table listing Canadian companies such as Alcan, Inco, and Northern Telecom with their respective share prices and changes.

BANKS, HP & LEASING

Table listing financial institutions and leasing companies such as Citicorp, HSBC, and Finance Trust with their respective share prices and changes.

BEERS, WINES & SPIRITS

Table listing beverage companies such as Carlsberg, Heineken, and VVO with their respective share prices and changes.

BUILDING, TIMBER, ROADS

Table listing construction and infrastructure companies such as Bovis Lend Lease, Bovis Lend Lease, and Bovis Lend Lease with their respective share prices and changes.

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CHEMICALS, PLASTICS

Table listing chemical and plastic companies such as ICI, Shell Chemicals, and British Petroleum with their respective share prices and changes.

DRAPERY AND STORES

Table listing retail and drapery companies such as Debenhams, Debenhams, and Debenhams with their respective share prices and changes.

DRAPERY AND STORES - Contd

Table listing retail and drapery companies such as Debenhams, Debenhams, and Debenhams with their respective share prices and changes.

ELECTRICALS

Table listing electrical companies such as British Telecom, British Telecom, and British Telecom with their respective share prices and changes.

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DRAPERY AND STORES

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ENGINEERING - Contd

Table listing engineering companies such as BAE Systems, BAE Systems, and BAE Systems with their respective share prices and changes.

FOOD, GROCERIES, ETC

Table listing food and grocery companies such as Unilever, Unilever, and Unilever with their respective share prices and changes.

HOTELS AND CATERERS

Table listing hotel and catering companies such as Whitbread, Whitbread, and Whitbread with their respective share prices and changes.

INDUSTRIALS (Miscel.)

Table listing various industrial companies such as British Petroleum, British Petroleum, and British Petroleum with their respective share prices and changes.

INDUSTRIALS (Miscel.) - Contd

Table listing various industrial companies such as British Petroleum, British Petroleum, and British Petroleum with their respective share prices and changes.

INDUSTRIALS (Miscel.) - Contd

Table listing various industrial companies such as British Petroleum, British Petroleum, and British Petroleum with their respective share prices and changes.

INSURANCES

Table listing insurance companies such as Prudential, Prudential, and Prudential with their respective share prices and changes.

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LONDON SHARE SERVICE

بازار اوراق بهادار

INSURANCES - Contd

Table listing insurance companies and their share prices.

LEISURE

Table listing leisure companies such as hotels and resorts.

PAPER, PRINTING, ADVERTISING - Contd

Table listing paper, printing, and advertising companies.

PROPERTY

Table listing property companies and their share prices.

TEXTILES - Contd

Table listing textile companies.

TOBACCO

Table listing tobacco companies.

TRUSTS, FINANCE, LAND

Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND

Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND - Contd

Table listing trusts, finance, and land companies.

TRUSTS, FINANCE, LAND - Contd

Table listing trusts, finance, and land companies.

OIL AND GAS - Contd

Table listing oil and gas companies.

OVERSEAS TRADERS

Table listing overseas traders.

PLANTATIONS

Table listing plantation companies.

MINES

Table listing mining companies.

MINES - Contd

Table listing mining companies.

MISCELLANEOUS

Table listing miscellaneous companies.

THIRD MARKET

Table listing third market companies.

MOTORS, AIRCRAFT TRADES

Table listing motor and aircraft trade companies.

Commercial Vehicles

Table listing commercial vehicle companies.

Garages and Distributors

Table listing garage and distributor companies.

NEWSPAPERS, PUBLISHERS

Table listing newspaper and publisher companies.

PAPER, PRINTING, ADVERTISING

Table listing paper, printing, and advertising companies.

SHIPPING

Table listing shipping companies.

SHOES AND LEATHER

Table listing shoes and leather companies.

SOUTH AFRICANS

Table listing South African companies.

TEXTILES

Table listing textile companies.

NOTES: Stock Exchange listing classification is indicated in the right margin... Details of company performance and market movements.

REGIONAL & IRISH STOCKS

Table listing regional and Irish stocks.

TRADITIONAL OPTIONS

Table listing traditional options and call rates.

A selection of options traded is given on the London Stock Exchange Report Page. This service is available to every Company dealt in on the Stock Exchange... Details of market conditions and trading volumes.

WORLD STOCK MARKETS

Table of stock market data for various countries including Australia, Canada, Denmark, Finland, Germany, Greece, India, Japan, Korea, Malaysia, New Zealand, Norway, Singapore, South Africa, Sweden, Switzerland, Taiwan, Thailand, and the United Kingdom.

Table of stock market data for Canada, listing various Canadian stocks and their prices.

Table of stock market data for various countries including Australia, Canada, Denmark, Finland, Germany, Greece, India, Japan, Korea, Malaysia, New Zealand, Norway, Singapore, South Africa, Sweden, Switzerland, Taiwan, Thailand, and the United Kingdom.

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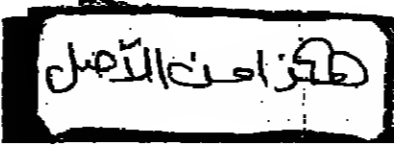
Advertisement for 'FINANCIAL TIMES' featuring the headline 'Travelling on Business?' and '12 FREE issues'.

NEW YORK STOCK EXCHANGE CLOSING PRICES

Main table containing stock prices for various companies including AAR, ABB, ABC, etc. The table is organized into columns with headers like '12 Month Low', 'High', 'Stock', 'Dr.', 'Yr.', 'V', '52', 'Open', 'Close', 'Change', 'High', 'Low', 'Volume', 'Bid', 'Ask', 'Last Sale', 'Settle', 'Bid', 'Ask', 'Last Sale', 'Settle'.

Continued on Page 41

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NYSE COMPOSITE CLOSING PRICES

Table of NYSE Composite Closing Prices. Columns include Stock, P, S, High, Low, Change, and Volume. Includes sub-sections like 'Continued from Page 40' and 'S S S'.

AMEX COMPOSITE CLOSING PRICES

Table of AMEX Composite Closing Prices. Columns include Stock, P, S, High, Low, Change, and Volume. Includes sub-sections like 'D D D', 'E E E', 'F F F', 'G G G', 'H H H', 'I I I', 'J J J', 'K K K', 'L L L', 'M M M', 'N N N', 'O O O', 'P P P', 'Q Q Q', 'R R R', 'S S S', 'T T T', 'U U U', 'V V V', 'W W W', 'X X X', 'Y Y Y', 'Z Z Z'.

OVER-THE-COUNTER Nasdaq national market, closing prices

Table of Over-the-Counter Nasdaq national market closing prices. Columns include Stock, P, S, High, Low, Change, and Volume. Includes sub-sections like 'A A A', 'B B B', 'C C C', 'D D D', 'E E E', 'F F F', 'G G G', 'H H H', 'I I I', 'J J J', 'K K K', 'L L L', 'M M M', 'N N N', 'O O O', 'P P P', 'Q Q Q', 'R R R', 'S S S', 'T T T', 'U U U', 'V V V', 'W W W', 'X X X', 'Y Y Y', 'Z Z Z'.

Advertisement for Athens, featuring the text 'Have your F.T. hand delivered...' and 'ATHENS' with contact information for Hellenic Distribution Agency.

AMERICA

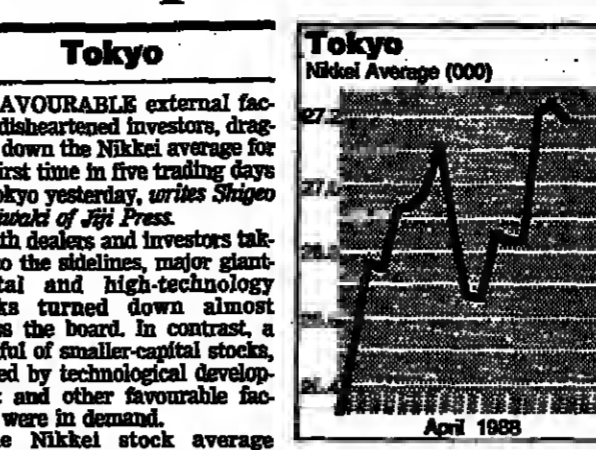
Inflation worries subdue Dow's upward momentum

Wall Street INFLUENCED by inflation fears and a subdued bond market. Wall Street stocks posted a small gain yesterday in the lightest trading volume for nearly a month...

Irish stocks mirror Mr Haughey's popularity

By Karen Cooke, Dublin correspondent THESE days it seems that the Irish Republic's Prime Minister, Mr Charles Haughey, can do no wrong.

Oil price worries dampen interest



UNFAVOURABLE external factors disheartened investors, dragging down the Nikkei average for the first time in five trading days in Tokyo yesterday, writes Shigeo Nishiwaki of Jiji Press.

On the April issue consequently plunged from the previous day's 4,650 per cent finish to 4,490 per cent in inter-dealer trading at one stage, ending at 4,545 per cent.

Interest remained focused on Malaysian stocks. Sime Darby, which was the most active stock with 1.6m shares changing hands, slipped 1 cent to S\$2.71.

EUROPE

Firm dollar and US gains underpin optimistic mood

SLIGHT gains in thin trade were the order of the day on most European bourses yesterday, as the overnight gain on Wall Street and the firming dollar encouraged some optimism.

Canada

RIISING GOLD issues led Toronto share prices to a slight gain in mixed trading after the market drifted aimlessly through a lacklustre session.

London

TAKEOVER fever swamped London yesterday, with Swiss company Nestlé's bid for Rowntree and US General Cinema's plans for Cadbury Schweppes the main causes.

Correction

In a story about European car shares on Tuesday, figures provided by Phillips & Drew for Volvo's share price were incorrect.

Pollo upset for Seoul

SOUTH Korean shares plunged in thin volume yesterday as the ruling party's failure to win a parliamentary majority in Tuesday's elections sent small investors rushing for cover, writes Alison Millard.

Australia

LARGE turnover in selected stocks in the run-up to today's expiry of April options held up overall volume levels in a day of otherwise thin and mixed trading.

Hong Kong

WALL STREET'S recent gains and the stable US dollar left Hong Kong share prices almost unchanged. The Hang Seng index gained 6.05 to 2,592.02 in thin turnover of HK\$388m.

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Table with columns: NATIONAL AND REGIONAL MARKETS, WEDNESDAY APRIL 27 1988, TUESDAY APRIL 26 1988, DOLLAR INDEX. Rows include Australia, Austria, Belgium, Canada, Denmark, France, Germany, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Spain, Sweden, Switzerland, United Kingdom, USA, Europe, Pacific Basin, North America, Europe Ex. UK, Pacific Ex. Japan, World Ex. US, World Ex. UK, World Ex. Japan, World Index.

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